

SECOND REPORT

OF

THE COMMISSIONERS.

WITH APPENDIX.

Presented to both Houses of Parliament by Command of Her Majesty.



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SECOND REPORT OF THE COMMISSIONERS.

TO THE QUEEN'S MOST EXCELLENT MAJESTY.

1. We, the Commissioners appointed by Your Majesty to inquire into the employment of children and young persons, in trades and manufactures not regulated by law, humbly present to Your Majesty the Second Report of our proceedings in the execution of Your Majesty's Commission.

THE LACE MANUFACTURE.

2. The "lace factories" which were placed under regulation by the Act of 1861 (24 & 25 Vict. c. 117.) were "factories in which machines for the manufacture of lace are moved by steam, water, or other mechanical power," (s. 4); and "no person employed upon the 'dressing' or 'finishing' of lace, or upon any other process subsequent to the making of lace upon the lace machine," is included in the provisions of the Act. (*Ibid.*)

The branches of the lace manufacture under regulation.

3. The evidence relating to the branches of the lace and hosiery manufacture not yet under regulation, together with the Reports upon them of our Assistant Commissioner, Mr. White, are contained in the Appendix to our First Report. In §§ 593-4 of that Report we stated our reasons for deferring our comments upon those subjects until we should be able to deal with them in connexion with others of a like nature in our Second Report.

The evidence on which this Report is founded is contained in our First Report.

4. The branches of the lace manufacture not yet under regulation are distinguished from nearly all the industries hitherto placed under legislative control by two peculiarities.

Peculiarities of lace manufacture not yet under regulation. That it is hand labour only.

1. They are carried on (with a small and unimportant exception) by unassisted manual labour; no "steam, water, or other mechanical power" being, as a rule, used in any of their processes.

That it is carried on partly in private houses.

2. The places of work are, not only large buildings specially appropriated to them and at once recognised as having the character of manufactories, but often rooms in private houses. In some cases these rooms are large enough to approximate them closely to the character of a manufactory. In other cases they are the mere dwelling or sleeping apartments of cottages.

5. The branches of the lace manufacture not yet under regulation are,—

Branches of the manufacture not under regulation. Numbers employed.

I.—Lace finishing.

II.—Pillow lace making.

III.—The "making up" of lace made both by machinery and on the pillow.

6. Several efforts have been made of late years to ascertain the number of persons engaged in the above employments.

7. The estimate of Mr. Folkin that the total number of persons in the whole lace trade in 1860, amounted to about 150,000, is generally accepted as most trustworthy. (Appendix to our First Report, p. 182).

8. Of these, about 10,000 persons of all ages and sexes are estimated to be employed in lace making. Less than a half of that number was calculated to be likely to come under the Act subjecting machine made lace to legislative restrictions. (Report of Commissioner for inquiring into the Lace Manufacture, 1861, p. 15.) Practically, therefore, a very small deduction must be made from the total number in the trade for those now under legislative control.

9. Of the total number of persons of all ages and sexes in the branches of the trade not yet subject to legislative control, which would appear, from what has been stated above, to be not very far short of 150,000, a very large proportion are women and children, and young persons.

A large proportion of the persons employed are women, children, and young persons. Classes of work.

10. The places of work in which they are employed are,—

A.—Dressing rooms.

B.—Warehouses.

C.—Houses, private, or so called.

11. Of the Dressing rooms, Mr. White says (Appendix to our First Report, p. 182) that in them "the greater part of the work is done by females, many quite young, and some of them children."

Of the work in the Warehouses he states (p. 182) that it is done by females, many of them young children." Of the largest warehouse in Nottingham he says (*ibid.*) that

THE LACE
MANUFACTURE.
JENNINGS
ROOMS.

of the 450 persons employed, "nearly five-sixths are females, and somewhat less than one-third are children or young persons."

12. And, of the Houses, "private, or so called," whether "second-hand Mistress' houses," (p. 184), "or lace schools," (p. 185), "or other rooms in cottages," he states (ibid.) "that the work is carried on by women alone, or by children of their own or of other people."

State of
places of
work, and
the hours of
work, and
their con-
sequences.

A larger
number of
persons in
greater need
of protection
than those
already pro-
tected.

Can legis-
lative pro-
tection be
extended to
them?

13. The general conclusion arrived at by Mr. White on reviewing the state of the places of work, the houses of work, or the other conditions under which this large body of women and children and young persons is employed, is that in these branches of the lace manufacture there is "a larger number in greater need of protection" than those to whom the protection of the Legislature has been extended (p. 182). The places of work are generally either not provided with any, or only with injudicious, means of ventilation; they are often improperly crowded, and the temperature is very high. The hours of work are sometimes excessive, for several weeks and months together. The consequences are, great injury to the general health, and a high rate of mortality from consumption. There is much neglect of early education, a low moral condition, and much unfiness among the young women to undertake the care of a family, all contributing, with the circumstances above designated, to a high rate of infant mortality.

14. Many employers in Nottingham and elsewhere, as appears by the evidence, have long been desirous to apply a legislative remedy to this state of things, if practicable. In the words of Mr. White (p. 182), "the difficulties seem greater" than were found in the case of machine lace making. We proceed to consider whether they are in reality such as to present any insurmountable obstacle to legislative action.

A.—Dressing Rooms.

Number of
sets of
rooms.

Size of
rooms, and
nature of
process.

High tem-
perature.

Exceptional
use of steam
power.

15. The process of lace dressing is almost entirely confined to Nottingham, the lace made in other parts of England, the two factories at Tiverton and in the Isle of Wight excepted, being sent to Nottingham to be dressed and finished. "There are in Nottingham about 30 sets of dressing rooms, not including the separate rooms sometimes kept by manufacturers themselves on their own premises." (Mr. White, p. 183.)

16. In these rooms, "many of which are above 250 feet long, some nearly 350 feet, and one much larger," the lace is spread on frames to dry, being stiffened with a liquid mixture,—the "dressing,"—applied either before or after it is stretched on the frames.

17. The nature of the work requires a high temperature, usually from 80° to 100°, and the heat, "from the moisture of evaporation, is sometimes of a very oppressive kind." (p. 183.)

18. The small and exceptional employment of steam power in any branch of the lace manufacture not yet under regulation, adverted to in § 3, occurs in this department. In pressing out the superfluous "dress" by passing the material between rollers, sometimes steam power is used; and in some cases, also, steam power is used to move fans to help the drying. But in both cases the work can be done "almost as well by hand."

At one time
dressing
rooms be-
lieved to
come under
Bleaching
Works Act.

Hours of
work.

19. It was this exceptional use of steam power that caused a belief to be entertained, after the passing of the Bleaching Works Act, of 1860, that this Act applied to dressing rooms. Notices of the application of the Act were forwarded to them, "and many of the younger hands were discharged;" but the facility with which the use of steam power could be abandoned, has, apparently, prevented these notices from being followed up.

20. As the pressure of work in lace finishing, of which lace dressing is a part, is more variable than in lace making, the hours of work are subject to corresponding irregularity. The cause, which is fully described by Mr. White (p. 182) is briefly this:—The manufacturers and merchants keep no stock of lace on hand, but purchase, or send from their unfinished stock the kind of lace required at the time by the varying demands of season or fashion. As each owner of dressing rooms is anxious to do all the work he can when his orders come in at his "busy time," he can only get through it by lengthening the hours.

21. The ordinary hours of work for about two-thirds of the year, in most cases, appear to be from 8 a.m. to 7 p.m., or at latest 8 p.m.

22. For the remainder of the year, during the times of pressure, the work is continued to 9, 10, and in some instances to 12 o'clock at night.

23. The ill effects of even the more moderate hours of work upon the young are amply proved by the evidence. Mr. White enumerates them at p. 183 of his Report (last paragraph):—

"From the great heat and continual perspiration, they become pale, languid, and emaciated; fainting and fits are of usual occurrence; consumption common; and the moral and physical consequences of the undue stimulus given to the female functions very injurious."

For a part
of the year
excessive.
Ill effects of
this work
in heated
tempera-
tures.

24. In many rooms there is no space even for sitting down, and the legs have no rest, and sometimes swell; "and meals are in some cases taken in the same heated atmosphere."

25. There can be no question that the protection of the Factory Act is much required in this case, and it appears that many of the principal persons in the trade are prepared for it. One or two slight modifications may be requisite to meet certain peculiarities of the business.

26. The following evidence shows that the limitation to factory hours would be practicable, and unattended with any valid objections.

27. Mr. F. Dobson, lace dresser, states, First Report, p. 187:—

"We have tried night-work, and find it does not answer in a business point of view. It is not well done. We should be very glad if all were required to work only between 5 and 6. It would give sufficient time for the work wanted, and leave leisure for rest, recreation, and fresh air: the latter is very important on account of the health of those who work in dressing rooms."

28. Mr. Alfred Cleaver, lace dresser, states, p. 187:—

"A limitation of the work of the younger hands, i.e. under 18, would make no difference, if the same for all the trade." * * * "and if the hours were limited at night, he would begin at 6, and find no difficulty in it. Likes closing early best, and very rarely works more than 12 hours."

29. Mr. J. Lambert, lace dresser, states, p. 192, "Taking the year round, a day of 12 hours, including meal times, would be ample."

30. But Mr. Lambert couples this admission with a suggestion, which points to a common feeling amongst the smaller masters in the trade. The suggestion is, that the 12 hours throughout the year should be made up of the average, including both slack and busy times.

31. It is obvious that if this suggestion were acted upon, it would leave all the evils of overtime in these heated rooms uncorrected.

32. There can be no doubt that there are dressing rooms enough in Nottingham to do all the work required in the busiest time within 12 hours a day. The only difference that a restriction to that number of hours would make, would be, that the work would be more distributed.

33. Upon this point the following evidence is conclusive.

34. Mrs. Cooper, lace dresser, states, First Report, p. 188:—

"If there were fixed hours of work for the younger hands, no time could be made up in small rooms like these by employing more hands, or by any other means that she can see, though it might, if the frames were longer or more numerous. What they could not do themselves would not wait for them, as there are so many and so large dressing rooms now, that some are always ready to take work and do it in time. Has lost a good deal of work so this last summer, because she does not like to go beyond about 18 hours or so, which is quite long enough. When she is tired herself she likes the people to give over too."

35. Mr. J. L. Bottom, lace dresser, states, p. 189:—

"The difficulties which lace dressers must meet with, owing to the fluctuations of work depending upon changes of fashion, are of the same kind as those felt by the lace makers. Indeed, a maker must run a risk, which we do not, as he must decide upon his patterns in sufficient time, and this often considerable, to be in a position to produce goods when the season comes, though he keeps as little stock as possible. Our only risk is keeping up an establishment large enough to do the orders which we may get quickly enough to keep ourselves from losing any custom, and this risk we must, and do incur, and from my experience it is not usual to lose much by inability to do the work as speedily as required. If other establishments were under equal restrictions, there would be, so far, less room for such loss by a demand for immediate execution of an order. But the dressing rooms in Nottingham have increased very much of late, and beyond what is required; and in consequence of this excess, there are always some ready for the work which others cannot do."

36. Mr. J. B. Carter, lace dresser, says, p. 191:—

"The tendency of any restriction on the hours of work, even if it applied to all employers alike, would be to take business from him, and one or two others in his position, who are generally full, and give it to places large enough, as some are, to execute any amount of orders at once, or to other empty places. When customers are once obliged to leave, they are not likely to return, as they do not like changing about. This would be a personal loss to himself, though it would spread the business more evenly over the trade. If he thought it likely to answer, he could avoid this by getting larger premises. That would be a question of prudence."

37. Mr. J. Webster, lace dresser, states, p. 193:—

"It is true that there are now more dressing rooms in Nottingham than are required for the amount of lace produced." For a large part of the year it does not pay to keep the hands, the work not being enough to keep them profitably employed."

38. Mr. C. J. Mulholland, lace dresser, states, p. 194:—

"It would certainly be better for the workpeople and for the employers as well, if the work could be done in more regular hours, but the effect of any restrictions as to the labour of those employed would be more in favour of the large establishments, which can nearly always take any amount of work, to the prejudice of the small."

39. Mr. J. Thornley (p. 194), gives testimony to the same effect.

THE LACE
MANUFACTURE,
NOTTINGHAM,
ENGLAND.

Protection of
Factory Act
required, and
capable of being
applied with
slight modifica-
tion.

Evidence
that limita-
tion to fac-
tory hours is
practicable.

The work
would be
more distri-
buted over
the trade.

THE LACE
MANUFACTURING
DRESSING
ROOMS.

Smaller mas-
sone would
discharge
all under 18
if Act lim-
ited to them.
Act should
therefore
conform to
the Factory
Act as to
the persons
protected.
Modifica-
tion of the
Factory Act
in regard
meal times,
asked for by
the masters.

40. It is thus clear that in an economical point of view, nothing would arise from a restriction to factory hours but a more general distribution of the work to be done.

41. But as this would involve, as is shown by the evidence, loss of custom to the smaller masters, the latter would meet this point by ceasing to employ any one under 18 years of age, in the event of children and young persons only being included in the protection of any Act that might be passed in reference to this trade.

42. The evidence of the following masters, Mr. Bolton (First Report, p. 182), Mr. Baker (p. 191), Mr. Carter (p. 191), Mr. Webster (p. 193), Mr. Mulholland (p. 194), is unanimous to the effect that if this Act included only children and young persons, they would discharge them all, and employ only adults, chiefly females. It is clear, therefore, that, as the injury arising from over hours in the high temperature of these rooms has been shown to extend to all employed in them, any Act which departed from the principle of the Factory Act, by including in its protection children and young persons only, would be manifestly imperfect.

43. The masters ask for a modification of the Factory Act in regard to meal times, on the following grounds.

44. Mr. J. L. Bottom thus describes the peculiarity of the work.

"A lace-making machine can be stopped at a given time without injury. Dressing cannot. Each piece of my lace, nearly all silk, and of nearly all kinds, with a very little light cotton, takes on an average about a quarter of an hour to put it on the frame and spread the dressing, and from half to three-quarters of an hour to dry, and this may be more or less, according to the weather. The moisture outside must be great to affect the work inside, but it is difficult to counteract frost or great cold by applying extra heat. If the piece be taken off too soon it will stick together and spoil. Till it is dry it must be watched, and the frame narrowed by racking in, if silk, and widened by racking out, if cotton, as the former contracts, and the latter expands, in proportion to the thickness of the dressing. But one person can attend to the whole frame for this purpose. When the dressing is once set, i.e., dry, it may be left for a couple of hours without injury, but not all night. The odd intervals could not be filled up with short pieces of work. It is more convenient to dress pieces of the same class of material one after the other. No other respect in which this business differs as regards restrictions in labour, from that of lace making, occurs to me."

45. Mr. F. Baker also explains the nature of the case as follows (p. 190-1) :—

"Our pieces take on the average about 20 minutes, a few half or three-quarters of an hour, and occasionally, from the state of the external air, much longer. Cotton is dipped in the dressing before it is put on, and only needs drying, which, unless it be of a very thick kind, takes on the average about 10 minutes. Silk, being a more delicate and also a much more valuable material, must be put on the frame with much greater care, and the dressing is spread afterwards, all of which increases the time. Both cold and moisture affect the work, but in ordinary cases this can be counteracted by increasing the heat and by a suitable arrangement of the materials to be dressed. Some kinds, as strong black materials which must be stiff, and yet in which any superfluous particles of dressing left on would be visible, require to dry slowly, so as to allow of the particles being removed, and they are kept till the end of the day, when the air is better, as well as moisture from the evaporation of the previous pieces and the dressing which has fallen from them to the ground. A short piece can be put on and the dressing spread in less time than if it be larger. For white a dry air is best. Still, arrangements of a like kind cannot be made, so as to allow of fixing any precise time for leaving off work. Also, if the dressing mixture which had been prepared could not all be used on the same day, it would, in certain cases, be spoiled by keeping to the next, and it would not be possible to foretell the exact quantity that would be needed."

46. Mr. F. Dobson also, concurring with all the other witnesses, states (p. 187), "A slight margin for the time of leaving off is necessary, as the work when begun must be finished or spoiled."

47. Mr. J. Lambert is of opinion (p. 192) that "a margin of half an hour would meet this sufficiently, the full time being still given for meals in each case."

48. On the other hand, the testimony is almost unanimous to the fact that for at least two-thirds of the year, the usual hours of work do not exceed 11, meal times included; their hours being from 8 a.m. to 7 p.m., (C. Thorpe, p. 188; A. Hart, 189; J. B. Carter, 191; E. Chadwick, 191; J. Lambert, 192; S. Key, 193; S. Ency, 194). In many cases the usual hours of work are only from 8 a.m. to 6½ p.m. (p. 187, 192, 193, 194). During by far the greater portion of the year, therefore, the restriction to factory hours would still leave the margin required at the end of the day. And as during the busy times, which do not exceed three or four months in the year, the existing dressing rooms could clearly, according to the evidence already quoted, perform within factory hours the total amount of work required, there does not appear to us to be any adequate reason, in a public point of view, for more than a temporary relaxation of the factory hours in regard to meal times, to give time to the employers to conform their mode of work to the change.

49. It appears that in consequence of the varying time which the different lace materials take for drying,—the difference varying from three minutes to an hour, and sometimes longer (Mr. A. Cleaver, p. 187),—the habit in the trade is for the meals to be taken

"about" the usual times. Mr. Lambert states, "They always stop pretty near 1 o'clock for dinner, seldom more than 10 or 15 minutes one side of it or the other." C. Thorpe says, "They have an hour and 10 minutes for dinner about 1, half an hour for tea about 5," (p. 188). S. A. Marshall says (p. 192), "Has an hour for dinner and half-an-hour for tea, as near 1 and 5 as the work is done, but always has the full time. If they come early they have breakfast here." . . . (See also P. Fell, p. 193; S. Eady, p. 194).

THE LACE
MANUFACTURERS,
DRESSING
ROOMS.

50. The circumstances of this case are precisely analogous to that of the Paper Stainers, dealt with in our First Report. Some of the principal manufacturers in the trade urged that, in consequence of the nature of the materials used, and their various processes, they would be unable, without serious loss, to stop for meal times at any given moment. But it was seen from the evidence that, by due care and previous arrangement, the apprehended difficulty could be got over; and accordingly by clause six of section six of the Factory Acts Extension Act passed during this Session of Parliament, an interval of 18 months is given to them, from the passing of the Act, before they are required to conform to the meal hours specified by the Factory Acts.

51. We are of opinion that a similar provision would be sufficient in this case. If, as is stated above, "only a slight margin is required;" if, as appears, the meals are now taken "about the usual times" and seldom more than 10 or 15 minutes on one side or the "other," it cannot be doubted that an interval of 18 months from the passing of the Act would give time for the mature consideration and the adoption of arrangements which would remove all difficulty now thought to be in the way of a strict conformity to factory hours.

Factory
hours for
meals not to
be adopted
until 18
months after
the passing
of the Act.

52. We are also of opinion that the stringency of the Factory Act, in regard to linewashing, may safely be relaxed in the case of dressing rooms.

53. These rooms are for the most part exceptionally large, especially those recently built, and the nature of the business is such as to cause a tendency in the trade to substitute large rooms for the older and smaller ones, a small one being described as 120 feet long. The room at Mr. J. B. Carter's (p. 190) is 258 feet in length. The three rooms at Mr. J. Webster's (p. 193) are 348 feet \times 84 \times 8 feet high each. The four rooms at Messrs. Lambert's are 302 feet \times 75½ \times 10 feet high each. The room at Mr. J. L. Bottom's (p. 189) is 325 \times 201 \times 20 feet high, covering nearly an acre and a half.

Relaxa-
tion as to
times for
whitewash-
ing, &c.

54. The cost of whitewashing rooms so large is necessarily great, ranging, according to the evidence of Mr. J. Webster (193) and Mr. J. Lambert (192), from 36l. to 100l.

55. The quantity of air in proportion to the numbers employed is also great in all these large rooms, being in those of Mr. Lambert no less than 4,530 cubic feet for each person (p. 192); the number of cubic feet required in barracks for each soldier being from 500 to 600. (Appendix to First Report, p. 184.)

56. Mr. J. L. Bottom's spacious room is whitewashed, according to his statement, "every year or two, and the floor cleaned every two or three weeks, more or less, according as required by the greater or less amount of work" (p. 190).

57. Mr. Baker states (p. 191) that his rooms—

"Are kept carefully clean, one woman being employed for nothing else but to clean the floors of two of the rooms, the others being done by the workpeople; and for light and tidiness the rooms are whitewashed every two years, though this is often, probably, than is required for health alone."

58. Mr. J. Lambert states respecting his four rooms (p. 192):—

"Whitewashing these premises would cost 100l., and I think that such a burden ought not to be imposed often than necessity requires. Having regard to the great space and the amount of fresh air constantly admitted from the windows, once in three years would be as much as health or appearance requires. No one could object to a power in an Inspector to order cleaning, washing, &c. if he found it really wanted. Requirements beyond what are necessary are apt to be evaded or neglected."

59. The Factory Act (7 Vict. c. 15, s. 18) requires that "all inside walls, ceilings, or tops of rooms, whether plastered or not, and all passages or staircases which have not been painted with oil once within seven years, must be linewashed once every 14 months."

60. "All inside walls, ceilings, or tops of rooms which are painted with oil, must be washed with hot water and soap once every 14 months."

61. We think that in the case of dressing rooms, two years may be substituted for 14 months, with a proviso that the Inspector or sub-inspector of factories should be empowered to direct the linewashing or other cleaning specified by the Act, to be done at any time between the period of 14 months and two years, in any case in which he may see fit to require it.

62. It appears doubtful whether the education clauses of the Factory Act would take much, if any effect in this branch of business.

The educa-
tion clauses
of the
Factory Act.

The Lace
Manufacturers.
Warehouses.

63. Mr. J. Lambert, who employs about 230 persons, states (p. 192), that, "Children are not desirable in this business, but by far the greater part of the work is done by females from 13 or 14 upwards."

Mr. J. B. Carter states (p. 191).—"The work is done chiefly by women. Children are not necessary, and are better out of the place, though he has one or two."

64. The absence of education is, however, painfully apparent in many of the young women examined; specimens of which are the following:—

"S. A. Ford, age 17 (p. 187). Went to Sunday school and chapel for two years, but has left a year. Went to night-school at Webster's, but never to a week-day school. Cannot read at all. Could better once. Remembers the letters. (Cannot spell 'girl.') Never wrote."

"Fanny Wildbore, age 17 (p. 180). Hardly ever went to Sunday school, and never to any other school. Mother was ill, and could not spare her. Can say three letters ('I do, &c.') but cannot sound them into a word. Does not remember what she heard the preacher say at chapel, as she hardly ever went."

"S. A. Marshall, age 17 (p. 192). Was at Sunday school four years, and left a year back; at night school at odd times, and to day school for a few weeks when about 8 or 9. Knows the letters. (Cannot read words of three letters.) Went to chapel when at Sunday school, but never before or since. Does not remember anything she heard, or know who made the word."

65. The few younger children examined are also all nearly as ignorant. S. Ency, age 11 (p. 194); J. Jarvis, age 11 (*ibid.*); C. Lewis, age 11 (p. 192).

66. The recommendation contained in sect. 286 of our First Report, that in all employments to which the Factory Act should be applied "there should be required of all children employed, on obtaining the age of 13, a certificate of a certain amount of education, in default of which, attendance at some night school should be required" until the age of 16, or until the specified amount of education were attained, would, if it were possible to adopt it, have a beneficial effect in the case of the children and young persons employed in dressing rooms. We are disposed to look forward to the time when the organization now in progress under the Committee of Privy Council on Education, for individual examination in all elementary schools under inspection, will afford a machinery applicable to the granting of certificates of the kind above described.

67. Our tabular returns do not afford us the means of stating with any certainty the number of children and young persons employed in this branch of the lace trade; but as the number of sets of dressing rooms in Nottingham is 30 (§ 15), "not including" the separate rooms sometimes kept by manufacturers themselves on their own premises" (Mr. White, p. 183), as their dimensions are so large, and as one manufacturer alone employs in this branch of business about 230 persons (§ 63), the total numbers are doubtless considerable enough to justify the extension of the benefits of the Factory Act to them.

B.—Warehouses.

68. The warehouses in the Lace finishing trade are represented to be even more injurious to health than the dressing rooms.

There are three kinds of warehouses,—

- (a) Large and handsome buildings, with spacious rooms, for the most part newly erected within the last 10 years.
- (b) Warehouse rooms of moderate size, some newly erected, but generally old, and converted from other purposes.
- (c) Rooms in dwelling houses, or in houses once used as dwelling houses, but occupied by the same class of manufacturers and merchants, and used for the same purposes as the warehouses.

69. The kinds of work done in these "warehouses," performed chiefly with the needle and scissors, are—

1. Separating the breadths of lace, generally by drawing out a thread.
2. Mending.
3. Joining lengths together.
4. Completing patterns.
5. Pearling.
6. Grafting.
7. Carding.
8. Setting off, by facings of coloured paper.
9. Clipping (i. e. removing superfluous threads from the surface of the lace).
10. Scolloping (i. e. removing superfluous threads from the edges.)
11. Bonnet-front making.

70. These several processes are fully described by Mr. White in his report (p. 184). They are nearly all sedentary employments.

The recom-
mendation
embodied in
s. 286 of our
First Report
applicable
to this case.

Numbers
that would
be benefited
by applica-
tion of
Factory Act.

Kinds of
warehouses.

Kinds of
work done.

71. Large numbers of females—children, young persons, and adults—are employed in the warehouses in the above processes, but of their total number no exact estimate can be formed. Mr. White states (p. 182) :—

The Lace Manufacturers' Warehouse.

"The number of persons described as lace manufacturers in Nottingham alone is between 200 and 300, of whom the greater part have warehouses. . . . The largest employs over 450 persons, of whom nearly five-sixths are females, and somewhat less than one-third are children and young persons. The remainder employ each from 800 downwards to perhaps half a dozen. Though only few probably have over 200, and by far the greater part considerably under 100."

Number of females employed.

72. If the number of warehouses be taken at 250, and the average number of females at each be put at 80, this would give a total of 20,000 employed in warehouses alone; of these, probably one-fourth, or 5,000 are children.

73. The age of the children working in warehouses is stated by Mr. White (p. 182) to be generally above 9 or 10; those under that age being for the most part employed by "second-hand mistresses" in private houses.

Age of children in warehouses.

74. The state of the warehouses as places of work is, generally, such as to be injurious to health.

State of the warehouses as places of work.

75. In the large warehouses, nearly all of which have been built within the last 10 years, the rooms are liable to be filled with impure air in consequence of imperfect ventilation.

The larger warehouses.

76. "A large amount of gas is required for the work. The common mode of heating is by steam pipes, not always carefully regulated," and the ventilation which is provided is "such as to be disliked, and even stopped by the workpeople." Even in the large and handsome warehouse of the Messrs. Adams, which is described by Mr. White (p. 195), as affording "a remarkable instance of the regard shown by many employers for the welfare and comfort of their people," and where the general arrangements for those objects are well worthy of attention, a portion of the building,—the bonnet-front department,—where a large amount of heat and bad air is unavoidable, "is defective in ventilation and injurious to the persons working in it;" the windows cannot be or are not opened, and the girls "allege that they suffer from heat and bad air."

77. Of the large new warehouse of Messrs. Barnet, although in many respects showing proofs of attention to the comforts of the workpeople, Mr. White states (p. 175), that "the working rooms are close, and as it seems without ventilation." The full number in the clipping room is about 90; "in the mending room about 50."

78. The premises of Mr. Hardy are described (p. 214) as "very large and airy, and heated throughout by means of numerous fireplaces," with the exception of one room, which being from its form less suitable for fireplaces, was heated with steam pipes. Although this room was not in use, the air is described as being "very hot and choking," and the ventilation imperfect.

79. Although the cost of heating such large rooms by open fireplaces is considerable, whereas the cost of heating by steam, when it is on the spot for an engine, or any other purpose, is little more than that of the piping (p. 214), Mr. Hardy adopted the first-named mode for all the rooms but the one above mentioned, "as being far more wholesome." But the general practice as regards warehouses is otherwise (p. 214, Mr. Riley, steam and general engineer, p. 215), and is likely to continue so in consequence of the great difference of expense. The consequences can scarcely fail to be injurious to health whenever the ventilation is not in accordance with scientific principles, and is not placed beyond the control of the workpeople.

80. If these defects are found in the large warehouses, still more do they exist in those of moderate dimensions where it is more difficult, or where less pains have been taken, to obviate them. Some of these premises are "low and not convenient" (p. 210), some are "very low and narrow" (p. 220), and "very hot" (p. 220), and so crowded as to allow but a small amount of space per head, one affording only 140 cubic feet for each person, of whom there were 40 in the room (p. 220); another, only 86 cubic feet per head, containing 30 persons (p. 203). Portions of the premises of Messrs. Marriott (p. 207), notwithstanding recent improvements, and of Mr. Davis (p. 206), are so arranged as to cause in busy times the amount of bad air to be very great. Others, as those of Messrs. Pratt (p. 208), and Mr. Squire (p. 209), are crowded and close, the mode of ventilation being such as to cause its disuse, in consequence of its either injuring or impeding the work, or exciting a current of air.

Those of moderate size.

81. Still more are the bad effects of heat, crowding, and imperfect ventilation visible in the rooms in dwelling houses which are used for the same purposes of manufacture as the warehouses properly so called and above described. Of these rooms, the following are specimens:—That of Mr. Scott (p. 202), which is described as "merely a house," a small number of hands working in two small rooms. Messrs. Sylvester's (p. 204), "merely a dwelling house. The work-rooms are small, and with no more window or ventilation

The warehouses in dwelling-houses.

"then usual in the bed-room of a town house so placed. In a very small narrow attic, "only just large enough to hold the two clipping frames filled by girls on each side, "leaving a narrow passage in the middle, were 18 girls and their overlooker." Mr. Gray's (p. 208), "The rooms are such as are found in a common house, though larger, "but without any apparent means of ventilation beyond the windows. The machines "in use in the several rooms are very numerous, and are heated each by a large supply "of gas." "The air is in consequence very hot and oppressive, and the appearance "of the girls seemed to show that they suffered from it." Mr. Hannibal's (p. 220), "This is an old dwelling house, but now used as a warehouse." The small rooms, though not overcrowded at the time of Mr. White's visit, were intended to be used for bonnet-frame making, but were too close for that purpose, and require much ventilation.

82. Of the various kinds of work carried on in these warehouses, that of bonnet-front making, introduced "within the last few years," . . . and carried on principally by "young girls" (Mr. White, p. 184), appears to be "of a peculiarly unhealthy kind," and is indeed admitted to be so by the manufacturers themselves. The "gauffering" machines, and other machines or presses heated by gas or steam, produce a great heat close to the children at work, the thermometer showing a temperature at those places of 148° to 150°. The quantity of gas let loose into these rooms without the means of escape is very great. The description by Mr. White (pp. 184, 185) is deserving of much attention.

83. The hours of work from the causes mentioned by Mr. White (p. 182) vary very much at different times of the year. They vary also at different establishments. At the establishment of Messrs. Barnett (p. 197), of Messrs. Bradbury (p. 198), of Mr. Burton (p. 203), of Messrs. Sylvester (p. 204), of Mr. Morrison (p. 204), of Mr. Gray (p. 208), of Messrs. Copestake (p. 210), of Mr. Hartsborne (p. 216), and others, the usual hours of work were at the time of the inquiry from 8 a.m. to 7 p.m. Mr. Squire states generally (p. 209), "The usual hours in warehouses are from 8 to 7." In all these, which appear fairly to represent the trade, the work is got through in ordinary times in 11 hours, including an hour and a half for meals. The ordinary hours at the establishment of Messrs. Adams, the largest in the trade, are from 8 a.m. to 8 p.m., but Mr. Adams is in favour of the hour of 7 p.m. as that at which children should leave off work (p. 195).

84. But these ordinary hours are exceeded, at times greatly, in periods of pressure, which occur at different times to different establishments through the whole course of the year, certain periods, however, being times of pressure for all; and, in good times, the pressure continues for some houses "all the year round." For one house the busy time is from March to October (p. 197), for another from March to June (p. 204), for another from March to May (p. 210), for another from February to July, and again in September and October, and occasionally also in winter (pp. 197, 198), for another from Christmas to Whitsuntide (p. 212); and at these times the work continues until 8, 9, 10, 11, and later, frequently for many weeks, sometimes for many months together. And although it is the habit of many employers at those times to send the younger children home at 8 or 9, and rarely to keep them as late as 10, those above 14 are usually kept at work as long as the adults. On this subject, Mr. Cane, general superintendent of Messrs. Adams' warehouse, states (p. 196), "In many warehouses little children are occasionally kept "till 10 or 11 p.m., the rooms becoming hotter and closer all the while."

85. Mr. Morrison states (p. 205),—

"Long hours are very undesirable, and they were in some cases carried far beyond what is good for children. In summer, when his proper hours are from 8 to 7, they are never carried beyond 9, or sometimes 10. The frequency of this depends entirely on the season. In a good season it might be nearly through the whole of it, in a bad, seldom, but the children scarcely ever stay after 9, and there is never overtime more than four nights a week, his hands always having two nights, usually Monday and Saturday evenings, free."

86. A witness (C. D., p. 201) referring to a busy time two years ago, in an establishment in which she was overlooker, having under her 30 girls between the ages of 8 and 14 or 15, states,—

"The proper hours of work were from 8 to 7 p.m., but they hardly ever left off at 7. The general time was 8 or 9, and sometimes 10. Never kept children under 12 later than 10; thought it was a shame. But if the work was not done, the master would find fault with her unless she had asked beforehand not to be obliged to do it. Very many masters will not give leave so, because the work must be done in time. Once they were very busy, and she had to keep the children to 10 p.m. for nearly a week. Worked three days and two whole nights herself, never leaving the workroom from Wednesday morning till Friday night about 11 o'clock. Half the elder girls, i.e., those over 12, stayed at work all through one night, and the other half all through the next. Had her meals brought to her, and ate them as she could at her work."

87. And although recently the hours have been less, in consequence of a depressed state of trade, there can be no doubt that the opinion expressed by Mrs. Wilson (p. 202),

after describing the very long hours of which she has had experience, is correct, that, "if the trade were again as good as it was, the work would be done in just the same way, unless there is a law passed to stop it."

THE LACE
MANUFACTURE
WAREHOUSES.

88. The heat and want of ventilation of the warehouses, and the occasional long hours of work, are almost universally admitted to be the causes of a low condition of health among the workpeople generally, and of consumption and other special disorders. This opinion is thus expressed by the Rev. E. Davies, chaplain to the establishment of Messrs. Adams, as the result of an experience of seven years (p. 196):—

State of
warehouses,
and hours of
work, inju-
rious to
health.

"Unhappily illness is not unfrequent. Consumption is unusually common amongst the girls here. In the last month I have attended four cases of this disease amongst them, of which two have ended fatally, and there are two or three other cases of a very like character. Cases of weakness of chest and general debility are very common indeed."

89. Accordingly, a very fair disposition is manifested amongst the principal employers towards some regulation of the hours of work, which, while consistent with the employment of the young without injury to their health, would not throw any serious impediments in the way of the trade.

Some regu-
lation
admitted to
be required.

90. On this point Mr. Adams states (p. 195), "There is no doubt that children and young persons suffer from overwork, and more especially in private houses, so called, and it may be desirable that the Government should step in for their protection."

91. And in this opinion it will be seen that many other employers, large and small concur.

92. Mr. Adams, however, is of opinion that the precise hours appointed as the ordinary hours of work by the Factory Act (from 6 a.m. to 6 p.m.) would be incompatible with the work in lace warehouses. In his establishment the hour of commencing work is 8 a.m. in summer, and 8.30 in winter; and he states (p. 195) that it would be impossible to alter those hours because,—

"1st. The greater portion of the hands do not work alone, but as assistants to adults, so that bringing their time to the factory hour of 6 o'clock would compel the attendance of the whole establishment at that time, which would be simply impossible to effect; 2nd, factories are generally situated at the outskirts of the town, and the workpeople for the most part live in their immediate vicinity. Warehouses, on the contrary, are in its centre, and the hands have to come to work from a distance of from one to three miles. It is necessary that they should breakfast before they come."

93. Again, Mr. Adams says (*ibid.*),—

"Whatever may be the number of hours per day that the labour of young persons and children may be restricted to in warehouses, it should be distinctly remembered that business cannot in these establishments commence before 8 o'clock. The necessity for the attendance of all hands, of apprentices, of young men who give out and superintend the work, the nature of the work itself, and the class of people, altogether different from factory hands, render an earlier hour impossible."

94. Mr. Adams then suggests (*ibid.*) that,—

"If the employment of children after 7 o'clock were prohibited, then substituting 7 for 6, they would be protected from such an amount of labour as would be prejudicial to their health; they would be able to earn a fair day's wages, and they would have time also to attend an evening school."

95. These opinions are concurred in by Mr. Bradbury, employing a large number of hands (p. 198), also by Mr. Hill (p. 208), who states that,—

"The nature of the business is such that it would be impossible to begin before 8, the present hour. The people could not come earlier; it would require the presence of himself or some responsible persons to superintend the business, and the work for the day depends upon the orders coming in by the morning's post."

See also Mr. Heymann (p. 213).

96. Other employers, on the other hand, (Mr. Burton, p. 203; Mr. Wills, p. 211; Mr. W. Keys, p. 212; Mr. Hardy, p. 214,) give an opinion, founded in some cases on their own practice, that there is no difficulty in the way of beginning at 6 a.m., and therefore of conforming to factory hours.

97. But it must be taken to be true that, in the words of one of the witnesses (Mr. Bradbury, p. 198), "the trade generally has found the hours which suit it best." And if a near approximation to those hours could be adopted and made general without materially sacrificing the main objects of legislative interference, it would be desirable to do so for two reasons. First, the evidence shows that the objection to altering the hour of 8 a.m. for beginning work to 6 a.m., is chiefly felt by the owners of the larger warehouses. The tendency which has been manifested during the last 10 years to concentrate the work into large warehouses (Mr. Squire, p. 205, Mr. Sands, 210, Mr. Wills, 211, Mr. Cresswell, 213, Mr. Liberty, 217, 218), is a wholesome one in the interests both of the workpeople and the public. Any regulations, therefore, which might have the effect of counteracting that tendency without sufficient cause are to be deprecated.

The people's
hours of the
Factory Act
not desirable
in this case.

THE LACE
MANUFACTURERS
WARRINGTON.

Secondly, it is certain that much "of the most improved machinery," and many "of the most skilful hands" in the trade (Mr. Herbert, p. 216) have of late years been attracted to France; and although the evidence is contradictory as to the danger to the trade generally from the competition of France in the lace finishing business (Mr. Barnett, p. 197; Mr. Morrison, p. 205; Mr. Hartshorne, p. 215; Mr. Liberty, p. 217; J. Bricquot and F. Bricquot, p. 221), it would appear that in certain branches the competition is more close than in others, and that, consequently, "any restrictions on the labour of the young, so stringent as seriously to hamper the manufacturers here, would tend to draw away a still further amount of business." (Mr. Herbert, p. 216; see also, Mr. Squire, p. 210.)

The permission
given by the
Factory Act to
work between
7 a.m. and 7 p.m.
for half the
year should be
extended to the
whole year.

98. The above considerations appear to us, therefore, to justify our recommending an approximation to the hours already adopted by the trade.

99. By the Acts 13 & 14 Vict. c. 54. s. 6., and the 16 & 17 Vict. c. 104. s. 2., it is enacted that "between the 30th of September and the 1st of April following, children, young persons, and women may be employed, except on Saturday, between 7 in the morning and 7 in the evening, under certain regulations and conditions. On Saturday work may commence at 6 a.m. (as there can be no work on that day later than 2 p.m.) in order that 7½ hours work may be obtained on that day." We recommend that this permission should be extended in the case of Lace Warehouses to the whole year.

100. Our Commission not extending to women, the fact that, in a legislative point of view, they cannot be separated from children and young persons, is our justification for including them in our recommendations.

101. A departure from the regular hours of the Factory Act has already been admitted by Parliament, for reasons special to the trade, in the case of lace making (24 & 25 Vict. c. 117. s. 2.). There seem to us to be equally valid reasons for the departures we recommend in the case of the business of lace finishing.

These hours
could be
adopted
without
material in-
convenience.

102. And that the hours of 7 a.m. to 7 p.m. could be adopted by the trade without material inconvenience is plain from the evidence of several employers of high standing. An objection raised by Mr. Adams (p. 195), and some others (Mr. Bradbury, p. 198, E. F., p. 201, Mr. Hill, p. 208, Mr. Hurst, p. 209, Mr. Sands, p. 210), to the hour of 7 a.m. for beginning work, namely, that some of the persons employed are "of a superior class," and would not like to be obliged to go to the warehouse so early, ought not to be allowed to weigh against the general benefit which would accrue from taking any time that might be wanted for work beyond the present ordinary 10½ hours, at the beginning of the day instead of at the end. Several employers say that there is no practical difficulty in so arranging and preparing the work beforehand, in all but exceptional cases, as to enable them to begin work at 7 a.m. instead of the present hour of 8. On this point the statement of Mr. Hurst (p. 209) is important:—

"I do not think it likely that there will ever be sufficient unanimity amongst employers to lead to the adoption of any general system for the benefit and education of the young apart from legislation, however much a large number might wish it. Most masters would, I think, object to work beginning before 8, as the business is generally superintended by themselves, some coming at 8, most from 8½ to 9, and a few later. If it were necessary, however, arrangements could be made for having work ready for the hands beforehand; and this must be done even on the present plan."

Objections
to limitation
of hours
answered.

103. And the old objection of "sudden orders from London by the morning's post," and "shipping orders," to be completed by a certain day, otherwise the order will be countermanded, have been too often disposed of to need any lengthened notice. On these points the following evidence shows clearly that, "as a rule, a fair time is given to execute orders" (Mr. Liberty, p. 217); that if it is not, employers do not hesitate to tell their correspondents that their orders must "wait a day" (*ibid.*); and in other cases refuse to execute them, so that "the order must go elsewhere" (Mr. Sands, p. 210), and it is a fact not disputed, that there are sufficient means at all times available in this branch of business in Nottingham to execute at any time any amount of orders likely to be received; the only condition being that at such a time of extraordinary pressure the work would be more generally distributed amongst the trade. (Mr. Marriott, p. 207, Mr. Sands, p. 210, Mr. Morrison, p. 218, Mr. Milner, p. 219.) The latter gentleman also states "that there is always a supply of hands ready to answer any demand when it sets in, without forcing customers to wait." On all these points we beg leave to refer to the following testimony:—

104. Mr. Pratt says (p. 208),—

"The condition of girls and children employed upon lace greatly needs improvement, and I wish that something could be done towards it." . . . "I think it absolutely necessary that some broad principle

should be laid down by law for the good of the children. It must be broad, for any law interfering with the management of trade, if too strict, would be very mischievous, and defeat its own end. Our branch of the trade, being a fancy branch, is more liable to fluctuations than others, still a reasonable limitation of work, if the same for all, would not hurt us. At any rate, what must be done, always can be."

THE LACE MANUFACTURERS, WARRINGTON.

105. Mr. S. Wills (p. 211) is of opinion that—

"The factory system has done much good and worked well for all concerned. There is nothing in lace finishing, in the nature of the work itself, which would make the same regularity impossible or inconvenient in that also. The occasional late hours in warehouses are caused by sudden pressure for orders, which must be completed by a day named. But if the hours of young people were shortened in the evening, they could be made up by beginning earlier in the morning, the present hour being 8. Work could be got ready beforehand for the workpeople to go on with without the whole establishment being obliged to come, or any but persons to open the place. This is done in busy times, as it is. If this were not sufficient, more hands could be taken on. There are always plenty who are only too glad to get into a warehouse, which is an object of ambition, instead of being under second-hand mistresses."

106. Mr. Dunn (p. 206).—

"I am strongly in favour of any measure which would protect young children from excessive labour, and would be glad of a further limitation of hours for young persons, if the same for all employees. Ho, or any one else, could get through all that was wanted between 6 and 8. If the orders, in consequence, were given earlier, and the work done more uniformly, it would be more profitable for the business, and much better for the health of those employed."

107. Mr. Sands states (p. 210).—

"The work could generally be done on the premises between 6 and 8. If it could not, it could be done by giving it out." . . . "Large new premises are now being built. The rooms instead of being low and confined, as some of the present are, will be spacious and airy, and say 11 feet high. More hands can then be taken on, and greater regularity of hours secured. This is one of the objects in view."

108. Mr. Nicholson (p. 219), "much prefers gaining the time in the morning. It would not at all interfere with the trade if all manufacturers had to let the young go at a fixed hour, say 7." It would certainly afford the most valuable time for improvement.

109. Mr. Hartshorne (p. 215) and others are desirous that a longer day should be allowed in this business than in the factories, on the ground that there are not the same long continued periods of heavy work that there used to be (p. 214), and that they are now "practically harmless" (p. 216); and that the difficulty is that the hands could not be got to do the quantity of work sometimes required if the hours were shortened (Mr. Dunn, p. 206, Mr. Hardy, p. 214, Mr. Herbert, p. 216). Upon these points, however, the general purport of the evidence is, as has been shown, to the contrary, and is thus expressed by Mr. Creswell (p. 213):—

"Though this house in particular, on account of its very great connexions, has been and is exposed to sudden rushes for very heavy amounts of work, I have never, during the whole 25 years that I have been engaged in it, found any difficulty in getting as many hands as were wanted to do the work within reasonable hours, even in the busiest times, and under the most pressing circumstances. It does not happen that all are busiest at just the same time."

110. See also Mr. Morrison (p. 218), Mrs. Brailsford (*ibid.*), Mr. Milner (p. 218). Mr. Hardy, moreover, says (p. 214), that "the character of lace now made is of a kind that requires more and younger hands than formerly, not only by the increase of the work but by the introduction of certain kinds of work." This therefore renders the necessity greater for due legislative protection; the frequent long hours of work for the young having led to the conclusion thus expressed by Mr. Bradbury (p. 198), which we believe fairly to represent the opinion entitled to most weight in the trade:—

"Still, as manufacturers, we are of opinion that some legislation, if framed upon equitable principles, and tending to promote regularity, would be gladly accepted by the bulk of respectable manufacturers."

111. And the presumed difficulties in the way are thus dealt with by Mr. Hurst (p. 209):—

"Any general measure regulating the labour of the young, which may be found necessary for their protection, must be right in principle, and if so, any difficulties which may arise from it in the management of this or any other business, will no doubt settle themselves in time, either by customers being obliged to give longer time for the execution of their orders, or by the employment of more hands, or by some other means; provided, of course, that the regulations applied to all employed in the same manufacture, which is indispensable."

112. That the excessive hours which are among the prominent causes of ill health, especially to the young, are, in the long run, not advantageous to either employers or employed, is a conviction which happily seems to have become general.

Long hours of work bad for all parties.

113. Mr. Bradbury states (p. 198).—

"From long experience I am convinced that long hours do not, on the whole, produce more work. After they have been continued for two or three weeks, the people are unable to do in the long hours even as much as they did in the short."

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MANUFACTURE.
WARRICK.

114. Mr. Marriott (p. 207).—

"There is no profit, in the long run, in hours longer than that (from 6 to 8), because you cannot get more than a certain amount of work out of people. Beyond that the girls work without spirit, and you lose more than you gain."

115. Mr. Willis (p. 211).—

"I believe that nothing is really gained by nightwork. A person who works late at night feels the effects of it next day, is apt to come late, and cannot do the work so well. Besides, if people know that they are going to work late at night they loiter over the work in the day, thinking that they can make it all up afterwards."

116. Again, Mr. Liberty states (p. 217), to the same effect, "What is gained by long hours of labour is lost by the loss of energy in the workpeople." See also Mr. T. Cane (p. 196), Mrs. Wilson (p. 202).

117. And the rate of payment for overtime is so small—from $\frac{1}{2}d.$ and $\frac{3}{4}d.$ to $2d.$ per hour (pp. 196, 202).—that it stands in painful contrast to the amount of injury produced to the health and stamina of the workpeople from the undue continuance of exhausting labour in a close and heated atmosphere. The small amount thus earned is also often obliged to be spent in extra nourishment (C. D., p. 201).

118. The facts already adduced are sufficient to show that the provisions of the Factory Act in regard to children, are much required for those engaged in this employment. It is to be apprehended, however, that those provisions would be evaded by the dismissal of all children under 13, in very many cases. A large number of employers stated that it would be "impossible" for them to make use of "double sets of children;" and that the half-time system is consequently inapplicable to the circumstances of the "trade" (pp. 195, 198, 208, 209, 210, 212, 213, 215, 217). Mr. Marriott, indeed, states (p. 207), that "double sets for alternate days would suit very well." And Mr. Squire (p. 209) speaks less confidently than other masters as to the difficulty of obtaining double sets. But the general disposition of the masters is, without doubt, to employ only those above 13, rather than be subject to the restrictions in regard to the education and time of work applied by the Factory Act to those under that age (Mr. Bradbury, p. 198; Mr. Pratt, p. 208; Mr. Sands, p. 210).

119. On the other hand it appears, according to the evidence of Mr. Hardy (p. 214), that "the character of lace now made is of a kind which requires more and younger hands than formerly, not only by the increase of the trade, but by the introduction of certain kinds of work."

"For instance, the great demand for edgings requires more drawing, and the patterns formerly produced by embroidery by hand, which required the skill of women, are now made by machinery, the hand being employed only to remove the superfluous threads by clipping. This is work of an easier kind, and can be done by younger girls."

120. There is ground, therefore, for concluding that the half-time system of the Factory Act would take effect, to a certain extent, if applied to the children working in this branch of the lace trade; and the proofs brought forward by Mr. White of the state of education, both among the young and those more advanced in years, amply shows the need of extending it, if it can be brought to bear.

121. But, inasmuch as there is a great probability that many employers would release themselves from all obligations of the law in regard to children under 13, by ceasing to employ them, the reasoning in favour of counteracting this evasion by the measure described in §§ 282-6. of our First Report, receives additional strength. Any neglect of education up to the age of 13 would thus be met by the provision that no one between that age and 16 would be allowed to work full time until they could show that they had received the amount of elementary education there defined.

122. Equally desirable also is it that protection should be afforded to the young persons and adult females in this occupation. Our recommendations upon this point are specified at § 197, para. 4 and 6.

123. At the age of 14 and 15 girls become in this employment "almost equal to women" (Mr. Hurst, p. 209), and are employed at times of pressure for the same number of extra hours as adults (C. D., p. 201). But if the restrictions of the Factory Act were applied to children and young persons only, it is evident that many masters would cease to employ any under 18, in order to carry on the extra work by adult females. A witness (Mr. —) states, p. 219:—

"If girls under 18 were not allowed to work at night, we might, perhaps, do the work by getting them to come earlier than the present hour, viz. 8. If we could not, we should give up those girls too, and employ only older hands, paying them regular wages in the slack times, and so keep a sufficient number to do our work in the busy time."

124. To the same effect also is the evidence of Mr. Hill (p. 208); and it is stated by Mr. Hurst, as the possible result of restricting the labour of young persons, that older

Rate of pay-
ment for
overtime
very small.

Assertion
that many
children
would be
dismissed if
Factory Act
applied to
this business.

Half-time
system
would take
effect to a
certain ex-
tent.

Need of it.
Additional
reasons in
favour of the
recommen-
dation in
§§ 282-6. of
our First
Report.

Girls of 14
employed as
long hours
as adult
females.

Many masters
would em-
ploy only
adult females
if Factory
Act applied
to children
and young
persons only.

ones would be employed, and that part of the expense "would be made up by their superior skill and attention" (p. 209). At the same time, Mr. Hurst says (*ibid.*), that "If they gave the girls more room for improving themselves, they would get the benefit of it in their greater intelligence."

125. The prevalent absence, among the females, of the common elements of education, and their want of knowledge of domestic duties, are fully illustrated by many of the witnesses.

126. The account given by Mr. Clayton (p. 211) of some young women taken into his employ is, that,—

"They were so ignorant that though they had been in the habit of being paid by the piece, they could not count what their wages ought to be; and some, even young women of 20, could not read their own numbers put on their work."

127. The following statement also portrays very vividly the existing deficiencies in both these points and their injurious results to society.

128. Mr. Pratt (p. 208):—

"The condition of girls and children employed upon lace greatly needs improvement, and I wish that something could be done towards it. We take all the care we can, but the girls are open to very great temptation, even in warehouses, and still more so from the streets and dancing rooms; and as they grow up, as a rule, with no training in household management, the choice of a suitable or even a virtuous wife, becomes so far more difficult. It is of great importance that they should know better how to make home comfortable, and the men would not then seek for their comfort in public houses and elsewhere as they do. The only way that I see to improve the condition of the working classes generally, is to raise the females by education, as they have to bring up the next generation."

129. And Mr. Crosswell (p. 213):—

"But education is more especially important in the case of girls. If they are without it, by the time they are 15 or 16 they come to think of nothing but dress, having no higher taste, and, as in this town they are by that age in a great measure self-supporting, they then throw off parental authority and settle down in houses, generally with friends, where they are not interfered with. I have long paid special attention to the case of those who are most ignorant, and have found that when they leave work they do not go home or to any place where they can improve themselves, but seem to have no desire beyond that of displaying themselves. At the same time, they are unwilling to take part in home duties, which they look upon as drudgery, and thus they never acquire habits which will fit them for the married state, and are unable to cook a dinner, clean a house, or generally make home comfortable. I speak this from my own observation of what I have seen in their houses when I have gone there to make inquiries in cases of sickness, as well as from inquiries which I have made about them in other quarters. The social consequences of this are, as is plain, very serious."

See also A. B. (p. 200).

130. An attempt is made by some of the witnesses to show that "if the hours are shortened it will not be necessary or desirable to have the Saturday half-holiday. It must, of course, diminish wages" (Mr. Cane, p. 196). The present hour for ceasing work in warehouses is 5 p.m. (Mr. Folkin, p. 237). Mr. Liberty states (p. 217), that he "has tried the Saturday half-holiday for three years, and finds it answer, and the hands are perfectly satisfied;" and that it would be generally desirable the following testimony clearly proves.

131. Mr. —, (p. 219):—

"If the warehouses were closed at 1 on Saturday it would give the girls the recreation which they want, and enable them to profit by the Sunday schools, and it would not injure the trade."

132. Mrs. Gilleshorpe (p. 223):—

"The hours were used to be from 6 till 7, but some time ago some of the young men in the warehouse, finding the confinement too much for their health, and drinking it caused declines, combined to get a half-holiday on Saturdays for recreation, and the same was done in some other warehouses. Some well-disposed gentlemen, thinking that the girls were even more confined, and suffered more from it, tried to get them a half-holiday, and they got it; but the hands had to work an hour longer every other evening in the week for it. They would sooner do this, however, than lose the half-holiday, because it is so convenient and pleasant for those who have to work all the week. It enables those who have families to get their things at market, and all of them to get a little fresh air and rest, and to get their clothes and things ready for Sunday. However, the master did not like the half-holiday, so now they work till 4½ on Saturday, and add half an hour to each of the other evenings, which they like better than not having any time on Saturday; work being so scarce elsewhere, they must be content. Is sure a little holiday is no loss to the masters, as the people work so much better."

133. Mr. Hurst (p. 209):—

"We give a half-holiday on Saturday. Though the people work by the piece, and so lose their half day's wages, they much prefer this, and would dislike to be without it."

134. The irregular hours at which the meals are taken in times of pressure, and the frequent practice of taking them in the heated atmosphere of the workroom, fully justifies the application of the provisions of the Factory Act in this particular. A. B. (p. 199):—
"At these times, too, our meals were very irregular. We got them as we could."
E. F. (p. 201), "When we were busy in this way, I used to send out a few of the younger

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MANUFACTURE
WARRINGTON.

If girls better educated the masters would reap the benefit of it.

Want of instruction and want of knowledge of domestic duties.

The Saturday half-holiday practicable and desirable.

Factory hours, &c. for meals should be suffered.

THE LACE
MANUFACTURE
PRIVATE
HOUSES.

"children to fetch the meals of the others, and the meals were eaten in the working room as quickly as could be; the work began again directly." Eliza Hobart, age 14, (p. 212), "dines in the work room." Martha Raven, age 13, (*ibid.*), "has dinner and tea in the workroom." On this latter point Mr. Cresswell, general manager of the lace finishing department of Messrs. Heymann, says (p. 213),—

"I strongly object to any meals being taken in the work-rooms, where, from the heat of the numbers being employed together, the air necessarily becomes in some degree vitiated. To obviate this a large kitchen has lately been fitted up on the premises, for the use of those who, from being at a too great distance, or any other reason, do not wish to go home for meals."

Line-
washing.

Relaxation
of Factory
Act as to,
the same as
described in
§§ 52-61.

135. In regard to the provisions of the Factory Acts requiring the periodical linewashing of the work-rooms, &c., Mr. Adams states (p. 195), that there is no "special objection" to it, "but as the nature of the goods requires the utmost cleanliness, it is hardly necessary to legislate on this matter. It is for the interest of the employer to have the floors frequently washed and the walls kept free from dust." And respecting the large warehouse of Mr. Hartshorne, Mr. White says (p. 215), that—

"The cleanliness of the place is striking. The whole place, workrooms and staircase, has been whitewashed twice within the year, and the floors are scoured every two or three weeks. Great cleanliness is found to be of importance, not only for the sake of the people, but also of the work itself."

136. Speaking of his practice in this respect, Mr. Hartshorne says (p. 216), "I consider cleanliness essential, and it has an important moral influence on the people." These are favourable instances of attention to this subject. But Mr. White adds to the above the remark that, "an objection is sometimes made by employers to whitewashing." The large size of many of the warehouses, and the pressure of work, may be expected to operate in many cases to prevent the linewashing and cleansing from being done as often as considerations of health would render it desirable. We recommend, therefore, that the regulations of the Factory Act in respect to linewashing should be applied to these warehouses, with the relaxation as to its frequency above suggested in the case of dressing rooms (§§ 52-61), and for the same reasons.

Further
recommendations
embodied in the
summary,
§ 195 *et seq.*

137. The other recommendations which we deem necessary will be more appropriately explained when we have described the state of the mistresses' houses, which appear to us to fall entirely within the same category as the warehouses above described. The summary of recommendations which will be found at § 195 *et seq.* includes therefore those already pointed out, and also those which we deem applicable both to warehouses and to private houses.

C.—Private Houses.

Can private
houses be
included?

138. The important question now arises, can private houses in which the processes of lace finishing designated in (a.) § 68, are carried on, be included in any measure which may be adopted for the regulation of the dressing rooms and warehouses in this branch of manufacture?

They are of
two kinds:—
(a) Mis-
tresses'
houses where
children are
employed for
wages.

139. These houses, "private," or so called (Mr. White, p. 182, Machine Lace finishing), are of two kinds:—

General de-
scription of the
work-
rooms in
mistresses'
houses.

(a.) "Mistresses' houses," more commonly called the houses of "second-hand mistresses," from their taking work at second hand from the warehousemen or manufacturers. These are employers of women and girls for wages in larger or smaller numbers according to the size of their rooms and the fluctuating demands of the trade. And in employing women and young persons, and also children, for wages, they and their places of work are distinguishable from those hereafter to be mentioned in class (b.) § 158.

140. Of the workrooms in these "mistresses' houses," Mr. White gives the following general description (p. 184):—

"In private houses, which, where many persons are employed, are nearly always those of poor women, the workrooms are small and close, all strongly lighted by gas placed very low, the room being sometimes one in use also as a bedroom. There are no means of ventilation but by the windows, which cannot often be opened for fear of the damp spoiling the lace, or of the draught. The space allowed for each person in some places is very small, the practice being to put as many into a room as will just leave room for the children on their little low stools, and for the lace on the ground or on the clipping frames, but not for any furniture or for any one to move about. I have noticed one where the space was 67 cubic feet for each person, another about 50, another about 100, and there are others where the allowance is not much greater."

"I am informed by an official person in the War Office that the space now required in barracks for each soldier is from 500 to 600 feet, according to situation, and 1,500 cubic feet in hospital."

"In some cases, in order to keep the lace clean, the children are obliged to sit without their shoes, the floors being often of plaster or brick."

General ap-
pearance of
these em-
ployed in

141. And of the general appearance of those thus employed "in private house work," he draws this painful picture (p. 195):—

"The worn and early aged faces, and frequently the failing sight of those who have left warehouses, and depend on taking work at their own homes, or employing children, show unmistakable marks of

the labour that they have gone through, and the anxiety which they still suffer from the alternations of high pressure and absolute want of work. Even the children work with a closeness of attention and a quickness which is astonishing, scarcely ever allowing their fingers to rest, or even move less quickly, or taking their eyes off from their work when questioned, for fear of losing a moment. Even the youngest often beg to work over hours, as that gives them the only money, which as a rule, they ever get for themselves."

Tom Luce
Masterpiece
Parker
Hocm
"private
house work."

142. These outlines may be illustrated by a few of the leading facts recorded by Mr. White in the evidence.

143. The age at which some of the children in this branch of employment began work at the period of the former Commission of 1842 was certainly earlier than was found by Mr. White in the course of his inquiries. Many instances were discovered in 1842 of children employed for wages at the age of 3, some at the age of $2\frac{1}{2}$, one at 2 years, and one under 2 years; the evidence of age in all these cases having been ascertained with such care and precaution as to leave no doubt of its correctness (Appendix to Second Report, 1842, Part I., f. 42). In the course of the present inquiry, few children were found at work under the age of 6. In some instances a calculation would show that the children had begun to work when not 5 years of age, their actual age at the time of their being questioned by Mr. White being 5, $5\frac{1}{2}$, 6, and 7. (Charlotte Comrie, p. 225; Mary Wood, p. 227; Harriet Gamble, p. 227.)

Age at
which the
children
begin work.

144. Mrs. Brandreth states, p. 222:—

"Mothers very often bring children, particularly on Monday mornings, to ask her to take them. Many are about $5\frac{1}{2}$ or 6, to judge by their appearance. Last week a man (a glazier) asked her to take his child 'a sharp little girl, 5 last Friday.' In the same week a woman brought her child, so little that she could not be above 5. It was the fifth or sixth time that she had brought her. The mother said that she had been out at work before, and that, no doubt, was true, for she took up the scissors and cut away in such a manner that she must, in witness's opinion, have been at it for at least six months. No doubt these children were taken to some mistress who would have them, though, probably, only a few are now taken so young."

145. Mrs. Widdowson, p. 231:—

"Employs girls at drawing and clipping, and gives work out to married women, but has had nothing lately, and does not look for any till January, probably. Her girls are from 12 to 20 in number, and any age from 6 to 20, and the hours from 8 to 8, or if busy, an hour later, perhaps. If the work is wanted, all must stay. Children of 6 years old often begin to 'draw.' In many mistresses' houses it is usual to keep young children till 9 or 10 p.m., which is too long for little ones. Saw a child the other day come into a warehouse to ask for work. The child was going 8, and very little, but had been at home work for two years. Is sure, working at this early age is quite common. It is also very common to see young children coming out of warehouses at 9 or 10 at night, a score of them together."

146. The usual hours of work in these "mistresses' houses" is stated by nearly all the witnesses to be from 8 a.m. to 8 p.m., with an allowance of an hour and a half for meals. But in times of good trade, the hours are lengthened to 9 and 10 p.m., and sometimes to the later hour, from, in some instances, 6 a.m. (Mrs. Holland, p. 231; S. A. Dudgeon, p. 231.)

Usual hours
of work.

Extent to
which these
usual hours
are lengthened
in times of
pressure.

147. On these occasions it is the general habit of the mistresses to send away the younger children at, or soon after the usual time, seldom keeping them after 9. E. Mathers, age 12, (p. 228).—

"Has been at work here five years. The regular hours are from 8 to 8. Sometimes comes at 7, and stays till 9 or $9\frac{1}{2}$ or 10 p.m. Sometimes all have stayed, but generally the younger ones are sent away earlier."

148. Maria Hackitt, age 9 (*ibid.*).—

"Has been here three years. Works from 8 to 8 usually, but has come at 7 for a week together. Has stayed till 9 or $9\frac{1}{2}$ or 10 at night, but not often so late as 10, and lately they have not stayed so late. The 'little ones,' i.e. about half, are sent home then at 8."

149. Those kept to work the longer hours with the women are commonly the girls from 12 years of age and upwards (Mrs. Bridget, p. 231; Elizabeth Large, age 12, p. 232). E. Glossop, age only 11, states that if busy her hours are from 7 or $7\frac{1}{2}$ a.m. to 9 p.m., and Mrs. Gillettborpe (p. 223), who employs about 30 "girls of all ages down to 9," and 12 women, states that her usual hours are from 8 to $7\frac{1}{2}$, but when there is an order they must work till 9 or $9\frac{1}{2}$, beyond which time she never keeps the young children, i.e. under about 12, and if she can possibly spare them she lets them go as much earlier as she can. The others, however, sometimes stay till 10 p.m., but never later. Miss Goodwin states (p. 230), that,—

In times of
pressure
girls of 11
or 12 work
the same
time as
adults.

"When trade is good she employs from 12 to 20 girls, from 14 up to 25. . . . Scarcely has any fixed hours, but calls them from 8 to 8. When orders come in the girls work late and early, i.e. if they will stay, but hardly ever keeps them later than 10 p.m. . . . Has had the girls up all night, but not for the last two years, as trade has been so flat."

150. Mrs. Brandreth, who generally employs about two children, six elder girls, and 25 women, states (p. 222) that she—

"Is certain that there are still many places where children are worked for very long hours, sometimes

THE LACE
MAKING
PRIVATE
HOUSES.

Numbers
employed in
the various
descriptions
of mistresses'
houses.
Sanitary
state of the
mistresses'
workrooms.
Workrooms
more un-
healthy than
dressing
rooms, or
warehouses.

Cubic feet
of space per
head.

from 6 or 7 a.m. till 11 or 12 at night, but probably not so much just now, as trade is so bad, but they are even now, if there is an order, and they would be much more so if trade were good again."

151. The number of females employed at the time of the inquiry at the second-hand mistresses having the largest business, varied between 20 and 40 (pp. 227, 222, 223, 226). Others employed from 10 to 20 (pp. 226, 228, 231). And Mr. White found several instances of mistresses employing for wages women, girls, or children, in various numbers below 10, even down to 6 (pp. 229, 231, 232, 233, 234). It is to be inferred from Mr. Felkin's estimate (ss. 6, 7, 8) that the total numbers of children, young persons, and women employed by the second-hand mistresses is very large.

152. If, as has been shown (§ 68 et seq.), many of the warehouses are more injurious to health than the dressing rooms, where, although the air is hot, it is comparatively pure (Mr. Richards, sanitary inspector of Nottingham, p. 243), the mistresses' workrooms appear as a rule to be more unhealthy than either.

153. Mrs. Simpson states (p. 221), that although warehouses are unwholesome from being "heated by steam, and from so many breaths, and the quantity of gas burners," they are yet "better than the private houses, because the girls do not work so close together."

154. At one room (Mr. Grundy's, p. 224) described as "low, and the air hot and close" like that of a clothes wash-house, "the space gives only 120 cubic feet per head for the full number of girls. At Mr. Hawkins (p. 226), the room, if the two frames were in use, "would be far too full for health." At Mr. Jenkins (*ibid.*) the room is a basement, "dark, choked up, and stifling hot," in which 10 young children generally worked. At Mrs. Carver's (*ibid.*) there are two very small workrooms . . . "each" with a window, and lighted by gas. The girls who work in these are all learners and "quite young." There were 11 at the time of Mr. White's visit (a slack time), one of 6, seven of 8, and four others. The smaller room of the two, which did not strike Mr. White on entering "as crowded more than the lace mistresses' rooms," gave only 92 cubic feet per head. At Mrs. Jacklin's (p. 227), a boy, 21 girls, all under 13, with an overlocker, work at three clipping frames, in a room so crowded that there is barely space to pass between them, and part of it is scarcely seven feet high. In this room one girl of 7 years of age had been at work since she was $4\frac{1}{2}$ years old; another of 9 years, had begun here at $6\frac{1}{2}$; another, of 7, at $6\frac{1}{2}$; two other children, of 7 years, had lately come. "There were four gas lights at the height of four feet from the ground; "when the lace is clipped on the band the lights are usually lower." . . . A liberal measurement allowed "only 67 cubic feet and a fraction of space for each of the 25 "persons" (the full number at work), but with the numbers in the room at the time of Mr. White's visit, still less. Several other places of work nearly as bad in a sanitary point of view, are described by Mr. White at pp. 228, 229, and 231.

155. Mr. Felkin, to whose full and candid statement (p. 234), regarding the subject now under consideration—the result of 50 years' experience—we shall hereafter advert more particularly, appears to admit that his acquaintance with the workrooms in private houses is not very extensive. In comparison with the warehouses he considers that "the workrooms in private houses are in a more doubtful position." Mr. Joseph White, however, who during a medical experience of 20 years in Nottingham, first as house surgeon to the Dispensary, then as resident surgeon to the General Hospital, and subsequently in private practice, and as one of the surgeons of the Hospital, has had ample opportunities of close and accurate observation, in his short but comprehensive evidence at p. 240, states as follows in regard to the mistresses' workrooms and their influence upon health:—

"Those working in private houses are principally children; and here a number of young girls are daily collected in some small room belonging to the 'mistress,' who procure from the warehouses the lace to be finished by the children; and here they are employed in drawing, mending, and joining the pieces of net which have been recently taken from the machine. The work is carried on in rooms usually overcrowded and ill-ventilated, and in prosperous times during the greatest number of hours that children can be got to work; at other times with much uncertainty and irregularity; but at all times under conditions that tend to the deterioration of the health of all that are engaged in such occupations. Their work is a stooping, unhealthy employment, and they are frequently occupied at it more hours a day than the factory children. It has been at times no uncommon thing in Nottingham to find from 15 to 20 children in a small low room (perhaps not more than 12 feet square) working for 15 hours out of the 24 at an employment in itself exhausting from its tedium and monotony, and, in addition to this, exposed to every cause that can tend to injure permanently the health of those engaged in it. In this manner are frequently sown the seeds of those diseases, from which, in a few years afterwards, so large a proportion of the female population suffer; and it is no difficult matter in the vast majority of cases to trace the origin of the more serious diseases of after life to causes contracted by the injurious occupation of the child."

156. The meal times in these establishments are, as might be anticipated, in many times both curtailed and irregular (S. A. Scott, p. 232; Mr. Hawkins, p. 233; E.

Meal times
irregular.

Blagden, p. 226), and often taken in the close and heated workroom. "Sitting so long" as they do at other lace work, and getting their meals in the workroom, is very bad" (Mrs. Widdowson, p. 231).

157. It appears that the treatment of the children by the mistresses has improved of late years, although the "long cane" is still the instrument by which the children are kept at their work; its use seems to be resorted to in proportion as the hours of work are protracted; the children becoming by degrees fatigued, and "as uneasy as birds" towards the end of their long confinement to an employment monotonous, fatiguing to the eyes, and tiring from the uniformity of posture. "The mistresses," Mrs. Reddish states (p. 200), "used to be very cruel, but she does not know much about them now." "There are, however, many more mistresses with smaller numbers now, and if children are ill treated at one place their mothers can take them to another." And Mr. Squire also states (p. 210) that—

"The treatment of children in the private house depends mainly on the disposition of the particular mistress. I have often heard these women spoken of as very kind, and their work easier than that in warehouses; in other cases, as very severe, and their work like slavery."

158. Miss Goodwin (p. 230) "tried children once, but found them too troublesome. At most places they have to be kept in order by a long cane."

(b) The second class of houses, "private or so called," adverted to at § 138, are those houses or "dwelling rooms" in which women singly, or with their own children, take in, at their own houses, at times of good trade, the same species of work as that done by the second-hand mistresses in larger rooms with women and children working for wages, namely, drawing, mending, clipping, scalloping, joining, &c.

159. According to the observation of Mr. Joseph White, resident surgeon at the General Hospital, Nottingham, it appears that,—

"Those working at their own houses are principally lacemakers, persons above 20 years of age (many married and the mothers of families), who are employed in working patterns by the hand on machine-made net. The work is a stooping, wearying, monotonous employment, requiring constant instant watching, and causing great stress upon the eye. The majority of those who work at this occupation for any length of time become short-sighted, and nearsighted, in various degrees, is a disease from which they are frequently found to suffer" (p. 241).

160. Of the employers of clippers and scollopers, the following is an example. Mrs. Minnett (p. 234), says she—

"Is a clipper and scolloper, employing usually, from spring to Michaelmas, from six to eight girls, at the most 12, between the ages of 5 and 20, in her own house, giving a good deal of moral to women, who do it at home with their families. Can nearly always get as many hands as she wants, either in doors or out."

161. Again, Mrs. Davis (p. 234) "Gives out work to about 12 married women, who do it at home with their children."

162. The hours at which children are kept at work at busy times by their mothers, appear to be as long or even longer than those usual at mistresses' houses.

163. Mrs. Widdowson states (p. 231):—

"It is also very common to see young children coming out of warehouses at 9 or 10 at night, a score of them together. This is not only at a particular time of the year, but may be at any time when there is an order. When they leave, even then a bundle of work is often given to them to take home. It may be said, perhaps, to be for the mother, but the child sits and helps."

164. Mrs. Simpson (p. 221), describing the long hours of work, adds that "the mistress had several children of her own, and worked them just in the same way," thus confirming the opinion of Mrs. Herbert (p. 217) as to the probability of the mothers exacting the same amount of work from their own children as the mistresses do from those of others:—

"I do not know that there would be much difference between a mother and a mistress in exacting work from children under her control, if an excessive amount of work were imperatively required. The pecuniary interest of the mother would be at least as strong."

165. The total number of young persons and children employed in this way by their mothers in their own dwellings in and around Nottingham must, without doubt, be large, but there are no available means by which an approximation could be made to their exact number. Several of the owners of warehouses, and many of the second-hand mistresses, state in the course of the evidence, that their habit is, especially at busy times, to "give out" work to women to be done in their own families, as well as to second-hand mistresses. This point is clearly stated by Mr. Vickers, junior (p. 218):—

"The numbers given in the return of persons engaged in this house give no idea of the numbers actually employed by it. Some hundreds are kept in pretty regular employment out of it, and these again, probably, in busy times, give out work enough to give partial employment to some hundreds more. These persons are spread over a very wide extent of country, some having been at the distance

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HOUSES.

Treatment.

(b) Houses
or dwelling
rooms in
which women
singly or
with their
own chil-
dren, take
in the same
kind of
work as the
second-hand
mistresses.

Hours of
work for
children
thus work-
ing for their
parents are as
long as the
hours in the
mistress's
houses, and
the results
as injurious.

Total num-
ber thus
employed
considerable.

of as much as 80 miles from Nottingham. This mode of employment is not confined to this house alone. It is therefore impossible to form any even approximate conclusion as to the total number of persons actually engaged in lace finishing."

166. Mr. White's observations upon the unhealthy appearance of the children and young persons engaged in all the three places of work in which this branch of trade is carried on—the dressing rooms, warehouses, and private houses,—have been already referred to (§§ 12-13). The testimony of those whom he found at work as to the effect of the employment upon themselves, fully bears out Mr. White's statement. To this testimony is to be added that of the members of the medical profession, who communicated to Mr. White the results of their experience. Of these, Mr. E. B. Truman, resident surgeon of the General Dispensary, Nottingham, states that (p. 238):—

"Although he had not had time to draw many general conclusions, having acted in that capacity only a year and a half, he had nevertheless noticed that cases of consumption are found chiefly amongst young females, chiefly between the ages of 17 and 24—some older and some younger—employed upon lace." . . . And "on looking over the books" of the dispensary his attention was drawn "to the great increase of consumptive cases during the last 10 years," as an average in each year of 680 patients.

"The proportion of consumptive patients, in round numbers, was—

In 1832	-	-	1 in 45	1835	-	-	1 in 18	1839	-	-	1 in 9
1835	-	-	1 in 28	1836	-	-	1 in 15	1840	-	-	1 in 8
1834	-	-	1 in 17	1837	-	-	1 in 13	1841	-	-	1 in 8
				1838	-	-	1 in 15				

167. All other conditions under which the various branches of lace finishing have been carried on appear to be nearly the same towards the end as they were at the commencement of the period comprised in the above table, except that of bonnet-front making, which has sprung up within the last 20 years, but which, according to the statement of Mr. Morrison, the inventor of the "machines now in use for making up bonnet-fronts," (204) had not grown to much extent until the introduction of those machines four or five years ago, since which date it has increased probably fifty-fold." It is to be remarked that the great increase in the rate of consumption shown in the latter years of the above table is coincident with the great increase of bonnet-front making with this machine.

168. Two machines are principally in use in this process; the "gauffering" machine, described by Mr. White (p. 184) as "a small stove highly heated with gas, over or close to which the girls work, no escape being provided for the gas;" and the "making-up" machine above mentioned, which Mr. White says is stated to be "more injurious than the former;" and of this "making-up" machine, the inventor, Mr. Morrison, states (p. 204) that "he never found anyone, unless they were very strong, able to stand working at a making-up machine for any length of time."

169. Accordingly it appears to be a natural conclusion at which Mr. Truman arrives when, among the prominent cases of consumption, he places the use of gas in the machine above described:—

"The assemblage of a large number of persons and the use of gas, must both of them produce a great amount of impure air, which, unless there be good ventilation, which it is very difficult to obtain without draughts, will act primarily upon the lungs, and also produce weakness and headaches. I am not acquainted with the use of gas in other ways than for light, as I understand it is the case in bonnet-front making, but any use of gas where a free escape for it is not provided, especially if it be low down, must be extremely injurious, and ought to receive attention. The lower gas is used the more injurious it must be, as being heated it must escape upwards."

170. The communication of Dr. Robertson, for "some years past" physician to the General Hospital, the Dispensary, and the Union Hospital at Nottingham, and of Mr. Joseph White, surgeon, before-mentioned at pp. 241, 242, are deserving of great attention. Dr. Robertson thinks that he "can affirm generally that the larger proportion of preventible diseases occur in young girls working at home." Mr. Joseph White, taking a more favourable view of the majority of the warehouses in their effect upon health than is borne out by the evidence, considers that the dressing rooms and the rooms in private houses are the most prolific causes of disease; and Dr. Robertson concludes his statement with the following recommendation:—

"I would conclude by expressing a strong opinion, based upon some years of careful investigation and practical experience, that in order to carry out any plan having for its object the moral and physical advancement of the rising population of this country, systematic, complete, and skilled inspection should be enforced in all establishments where a larger number than, say, half a dozen workpeople are collected under one roof; and that the same skilled agency should be empowered to report upon and suggest remedies for any defects in the sanitary arrangements of those smaller habitations in the manufacturing districts where such defects are glaring and remediable."

171. The general results of the employments of the district in regard to consumption and other diseases of the lungs are strikingly shown in the following table extracted from a return recently made to Parliament. (Commons' Papers, 12. I., March 1864.)

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176. But he

"Considers it certain that any restrictions on labour in warehouses would drive the work into private houses, where the children are less comfortable, and in the hands of mistresses who work them very hardy."

177. And Mr. Hardy's (p. 214), although not so decided, is, that any restrictions which caused difficulties, or raised the wages of children in warehouses, would tend to send work to private houses.

178. It is satisfactory, therefore, to find that Mr. Adams (p. 196) gives the weight of his authority to the assertion that,

"There is no doubt that children and young persons frequently suffer from overwork in warehouses, and more especially in private houses so called, and it may be desirable that the Government should step in for their protection."

179. And this opinion is further supported by Mr. Adams' general superintendent, Mr. Cane, who states (p. 196), that—

"It will be of very little use to make any regulations for warehouses, factories, &c. unless they extend also to the private homes, where much of the lace work is done by girls employed by a mistress. At these houses children, some of them very young, work often very late. Much money has been made in this way by some of the mistresses, who employ sometimes from 20 to 30 girls, though from 12 to 15 is perhaps the common number."

180. There appears, indeed, to be no valid reason why mistresses' houses should not be included in any Act regulating dressing rooms and warehouses. These houses are in point of fact as much places of manufacturing industry as the warehouses. The same species of work is carried on in them by children and young persons, and women, working for wages. They are well known; they are in the same localities as the warehouses; and as places of work, are as easily accessible. The number of girls employed varies, according to the trustworthy testimony of Mr. Cave (p. 196), from 12 to 15 (the usual number) up to 20 and 30. These houses therefore, cannot, properly speaking, be called private, in the sense of establishing for themselves a claim to be exempt from any supervision or regulation which the Legislature may think fit to apply to warehouses in this manufacture.

181. It may be argued that, although the usual number of children and young persons employed in these mistresses' houses is, as has been seen above, from 12 to 15, some mistresses employ a much smaller number, and that instances are given in the evidence of mistresses employing for wages at this work four, three, two, and even one girl only; and this being so, to legislate for persons employed in this manner would be inconvenient and fruitless, as dealing with numbers too minute for notice. To this it is to be replied, that the Legislature has already, in more instances than one, dealt with cases in which only one person was likely to be affected under each individual master. It seldom happens that a master sweep employs more than one boy, yet the Legislature did not refuse to recognize the right of each boy to be protected from a barbarous and injurious species of labour. The Bakehouses Regulation Act, 26 & 27 Vict. c. 40., (July 1863), forbids the employment of youths under 18 between the hours of 9 p.m. and 5 a.m.; and the fact that the instances are rare in which more than one youth under 18 is employed in any individual bakehouse, was no obstacle to the passage of an Act which protected youths under that age from night work, and its injurious consequences. And in both these instances the fact of only one boy or youth being employed by an individual master is the rule; whereas the cases are exceptional in which only one girl is employed by a mistress in the lace-finishing trade, the great majority of mistresses employing, as has been seen, from 12 to 30 girls, chiefly young children.

182. Mr. Felkin, in his comprehensive view of this as of the many other questions relative to the lace and hosiery trade, which he has illustrated in his interesting communication to Mr. White (pp. 234-238), intimates an apprehension that if warehouses were placed under an Act of Parliament, "the salutary tendency to improvement," which he notices, would be checked, "and more of the work would be sent to private houses, where, although the children are not taken to work quite as young as formerly, and the hours of labour are not quite so severe, the sanitary condition is still for the most part unfavourable." This improvement has certainly gone to a great extent, a quarter of a million sterling having, since 1851, been expended in new warehouses (in Nottingham) for finishing and mending lace:—

"In the construction of these, ventilation has been sought to be so ordered as to conduce to the health and comfort of those who labour in them. I am not yet convinced that these results have been secured to the extent desired and anticipated. The vexed question of the best way to heat rooms where numbers of people are constantly at work, seems as far from a satisfactory answer as ever. Nevertheless, the probable increase of employment in warehouses renders all that relates to pure air, warmth, cleanliness, separation of sexes, and attention to the claims of decency and morality, of more importance. These demands, and are in most cases receiving, due consideration from employers" (p. 236).

No reason
why mis-
tresses'
houses
should not
be included.

183. Mr. Felkin notes also (*ibid.*), the "gratifying advances" made since the inquiry of 1842, by many owners of warehouses in bringing moral influences to bear upon the young persons employed, which are by degrees establishing a broad line of distinction between businesses carried on upon those principles, and the reverse, much to the advantage of the former in the command of the best hands; and he thinks that in proportion as work in warehouses increases, "there will be a further pressure on those who 'take work out' to improve their sanitary arrangements for their hands, otherwise 'they will in ordinary times leave them for the higher wages and greater comforts of the 'warehouse.'"

184. Nevertheless, reserving his final conviction on this point until the result of this inquiry should be before him, Mr. Felkin contemplates the possibility of legislation being required, and suggests "that if any legislation were to be introduced wherein the 'question of the sacredness of the dwelling might be touched, it would be well to 'confine it, at first at all events, to registration by 'mistresses,' as to place, numbers, and hours of labour in their work-rooms" (p. 237).

185. As to the propriety of this, Mr. Felkin adds, that "Until the general facts that 'may come out in evidence on this inquiry shall be made public, and can be judged of 'as a whole, he would rather not offer any decided opinion." But he very properly concludes that the "constitutional maxim that 'an Englishman's house is his castle,' cannot be reasonably made to bar the door to inquiry, and, if need be, periodical 'inspection and registration of work-rooms.'"

186. Having in the preceding page given our reasons for our opinion that the mistresses' houses in this trade should be treated as warehouses, and included in any measure deemed necessary for the latter, the important question remains, whether, if on the ground of public policy "mistresses" are to be forbidden to employ children and young persons for wages beyond a certain number of hours, children working for their parents in precisely the same description of labour are to receive no protection?

Children working for their parents in this trade should also be protected.

187. Of the "thousands of girls and young women" spoken of by Mr. Felkin as engaged in "drawing," "clipping," "cutting," "scolloping," "folding," &c., the various kinds of lace goods "in and around Nottingham," there are considerable numbers, as has been shown by the evidence, working with and for their parents, and kept, from the earliest age at which they can draw a thread or use the scissors, at this sedentary work for as many hours, at busy times, as their strength will hold out, to the ultimate injury of their health, more certainly, in many cases, than if they had been in the employ of strangers.

188. If these parents should inflict injury upon their offspring by the application of physical force, or by neglect, or any other species of direct ill-treatment, they are punishable by law. Are not these same children as entitled to the protection of the law against such abuse of parental power as results in the gradual undermining and ultimate destruction of their health, and the bodily suffering which is its consequence?

189. The injury in the case of undue physical force is indeed more immediate and visible than that resulting from the abuse of parental power in exacting from a child an undue amount of labour; but injury in the latter case is not less certain, or less directly traceable to its cause.

190. As, in earlier times, when the only injuries likely to be inflicted by parents upon their children were those resulting from the abuse of physical force, the law protected children against parents who, exceeding the just limits of parental authority, might happen to inflict such injuries, so when, with the gradual growth of trades and manufactures, children, as apprentices, began to pass at an early age out of the hands of their parents to those of masters, they were and continue to be shielded from the misuse of the power and authority of their masters, by special provisions in their favour. The vast development of our manufacturing industry within this century has brought with it, except in a few branches of manufacture, no corresponding measures of protection to the young, although it has exposed them to tenfold greater sources of injury to their health, their minds, and their morals, than any previous condition of society in this country had rendered them liable to. The severity of competition in some trades and employments, of which the lace finishing manufacture is one, and the fluctuations of demand for labour, which, in this manufacture are so frequent, cause the earnings of the children to be often of much importance to the parents, and consequently expose the latter to the temptation of overworking their children, to their great injury. The evidence relating to this manufacture, also abundantly shows, that in too many cases the children are over-worked by parents who have no need of such accession to their own earnings, but who only thereby acquire greater means of self-indulgence. (Mrs. Reddish, 200; Mrs. Simpson, 221; Mrs. Brandreth, 223; Mrs. Grundy, 224; Mrs. Jacob, p. 232.)

Children and young persons have a right to claim the protection of the Legislature against the abuse of parental power.

191. The children and young persons, therefore, in all such cases may justifiably claim

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A law limiting the hours of children in private houses would be enforced by public opinion.

from the Legislature, as a natural right, that an exemption should be secured to them, from what destroys prematurely their physical strength and lowers them in the scale of intellectual and moral beings. And the Legislature, in granting them that security and protection, would greatly add to the national power, by giving full and free development in all such cases to the great source of that power, the vigour and intelligence, the religion and morality of the labouring classes of the community.

192. That the injury is inflicted under the domestic roof need be no bar to adequate proof. The master, who in regard to his apprentice is "*in loco parentis*," is punishable for ill-treating his apprentice, and the acts so punishable, and which have often been established by proof, are such as must from their nature in most instances occur in the dwelling-house of the master.

193. The places in which this oppressive domestic work is done in this trade, the kind of work done, and the persons concerned in causing it to be done, are all such as greatly to facilitate proof, and indeed to make the continuance of the abuse improbable, if the Legislature should declare it illegal.

194. The parents who work in this manner with their own children are in general "mere lodgers," occupying a small room, "often a garret," in the same of in neighbouring houses with the "mistresses" who employ children, young persons, and women at the same species of work for wages. Their hours of work, therefore, are open to the observation of all their neighbours. Also, the mother must go to the warehouse for the work, and the time at which it is to be returned finished is specified by the employer. It is known to him whether, if the work is to be got through in that time, it would be necessary for the woman, with her children and young persons, to work extra hours (Mrs. Wilson, p. 202; Mr. J. Scott, p. 202); and in Mr. Felkin's opinion, extra hours are likely to be more frequent in the trade in consequence of "the more rapid means" of intercommunication . . . leading to "orders being smaller, more frequent, and" "requiring more rapid execution" (p. 237). If extra hours in this species of work for children and young persons were declared illegal, the evidence shows that the public opinion of the employers would second the Legislature, and that they would abstain from requiring such work to be done.

195. On this portion of the subject the following extract from the evidence of Mr. S. Wills (p. 211) is important, as illustrating the manner and the times at which work is got through in private houses, and the reasons why a legislative enactment forbidding extra hours to children and young persons would be seconded by the private interests of the employers:—

"Notwithstanding there is risk, that if anything like the factory regulations were applied to warehouses, work would be taken more into private houses, where women and children work at a cheaper rate, and for longer hours than the women and girls in warehouses would do. Here, for instance, they object to long hours, and expect to leave at 7. But in private houses, in a good time of trade, work is carried on far into or even through the whole night, though probably not now while trade is so bad. In busy times I could always find women who would offer to do a large piece of work at however short a notice, so short, that it seems necessary that part of the work must be done in the night, and by many hands, in addition to the woman who takes the work.

"In spring and summer it is a common thing to see women leaving warehouses in the morning with large bundles of lace, which they have to get finished by a fixed time, often very short, as the next day, but they manage to get it done somehow, no one knows how. I have understood that the wages paid by them to their girls are very small. There is, however, an objection to giving work to be done out, if it can be helped, arising from the risk of loss by dishonesty. The goods, in many cases, are brought packed up into bundles, and so cannot easily be looked over again in the warehouse, and any loss of quantity could only be discovered in case of the customers complaining. In flat times the work is usually done in."

196. Considering all the facts above detailed, we are led to the conclusion that, as regards these children and young persons working for their parents in this branch of the lace trade, some protection is both desirable and practicable, although not to the same extent as we deem practicable in regard to the same description of persons working for wages in the "mistresses" houses.

197. We submit that enactments to the following effect would meet these two respective cases.

Private Houses.

1. That it should be unlawful to employ any child under the age of 8 years in "mending," drawing, joining, clipping, scollopping, folding, facing, or any other process of Lace Finishing.
2. That it should be unlawful to employ any child under 13 years of age in any of the processes above specified more than six hours in any one day, or before the hour of 6 a.m., or after the hour of 7 p.m.

Recommendations, summary of, relating to both warehouses and private houses. As to children and young persons and women employed in Lace Finishing in private houses.

3. That every child or young person or woman employed in any of the processes above specified should be entitled to the same meal hours as are secured to those working in manufactories under the regulations of the Factory Act.
4. That it should be unlawful to employ any young person above the age of 13, and under the age of 18, or any woman, in any of the processes above specified more than 10½ hours in any one day, or in the night, i.e. between the hours of 7 p.m. and 6 a.m.

The above four regulations should be carried into effect by the Local Authority.

Warehouses.

5. That every *workroom* in which any of the processes above specified are carried on under a "mistress," or under any other person or persons employing children or young persons or women, *for wages*, should be deemed to be a *warehouse* in which lace wares are finished.
6. That every *warehouse* in which lace wares are finished by any of the processes above specified, should be placed under the regulations of the Factory Act, subject to the following deviations from the requirements of that Act; namely,—
 - (a) The provision specified at § 99 of this Report, which suggests that the permission given by the Factory Act to work between 7 a.m. and 7 p.m. for half the year should be extended to the whole year;
 - (b) The provision regarding linewashing, described at §§ 52 and 135 of this Report, which suggests that the time within which warehouses should be linewashed should, in certain cases, be extended from 18 months to two years.

198. 7. And whereas warehouses in which lace-ware is finished are often ill-ventilated and over-crowded, to the injury of the health of the children and young persons, and other persons working therein; and whereas the Factory Act gives no power to the Inspectors of Factories to require such alterations to be made in regard to the ventilation and sanitary condition of places of work under their inspection, as may remove causes of injury to the health of the persons working therein; and whereas certain Acts have passed within the last sixteen years, giving to the "Local Authority" powers of sanitary regulation in cases analogous to the one under consideration, but those powers depend for their exercise on the voluntary action of the officers of the local authority, or of other persons, and do not specifically include the case in question; namely—

199. The Act 11 & 12 Vict. c. 123. (the Public Health Act, 1848), by s. 1 on complaint made by two householders, "That any dwelling house or any building used wholly or in part as a dwelling house, is in such a filthy and unwholesome condition as to be a nuisance to, or injurious to the health of any person," empowers the local authority to take measures to remove the nuisance complained of.

200. The Act 14 & 15 Vict. c. 28. (the Common Lodging Houses Act, 1851), by s. 2, declares, that the expression "common lodging house" includes, in any case in which only part of a house is used as a common lodging house, the part so used of such house;

201. And by s. 7 directs that the local authority shall "keep a register in which shall be entered the names and residences of the keepers of all common lodging houses within the jurisdiction of the local authority, and the situation of every such house, and the number of lodgers authorized according to this Act to be received therein;" and by s. 9 the local authority is empowered to make regulations respecting common lodging houses within its jurisdiction "for all or any of the purposes respecting the same for which the Local Board of Health by the Public Health Act, 1848, are authorized to make byelaws;" and by s. 12 the keeper of a common lodging-house shall at all times when required by any officer of the local authority give him free access to such house, or to any part thereof; and by s. 13, shall thoroughly cleanse all the rooms, passages, stairs, &c. thereof, as often as shall be required by, or in accordance with, any regulation or bye-law of the local authority.

202. The Act 18 & 19 Vict. c. 121. (the Nuisances Removal, &c. Amendment Act, 1855) provides, by s. 29, that on a certificate of the medical officer to the local authority that any house is so overcrowded as to be dangerous or prejudicial to the health of the inhabitants, and the inhabitants shall consist of more than one family "the local authority may take proceedings to abate the same;" and by s. 13, the Justices on proof that nuisance exists, may order, among other things, sufficient means of ventilation to purify any premises which are a nuisance or injurious to health, "or such part thereof as the Justices may direct in their order."

203. The Act 18 & 19 Vict. c. 120. (the Metropolis Local Management Act, 1855) enacts by s. 132, that:—

"Every vestry and district board shall from time to time appoint one or more legally qualified medical practitioners or practitioners of skill and experience to inspect and report periodically upon

THE LACE
MANUFACTURE
REGULATIONS
FACTORY
HOUSES
MANUFACTURE

Provisions in
to the regu-
lation and
inspection,
and proper
ventilation,
&c. of ware-
houses.

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PRIVATE
Houses,
WALBRIDGE

the sanitary condition of their parish or district, to ascertain the existence of diseases, more especially epidemics, increasing the rate of mortality; and to point out the existence of any nuisance or other local causes which are likely to originate and maintain such diseases, and injuriously affect the health of the inhabitants, and to take cognizance of the fact of the existence of any contagious or epidemic diseases, or to point out the most efficacious mode of checking or preventing the spread of such diseases; and also to point out the most efficient modes for the ventilation of churches, chapels, schools, lodging houses, and other public edifices within the parish or district, and to perform any other duties of a like nature which may be required of him or them."

204. The Act 21 & 22 Vict. c. 98. (the Local Government Act, 1858), provides by sec. 34 that every Local Board may make byelaws, among other things, (3) with respect to the sufficiency of the space about buildings, and with respect to the ventilation of buildings.

205. And whereas the principles embodied in these Acts apply to the case in question in the following particulars, namely,—

(a) That they take cognizance not only of private dwellings, but of parts of private dwellings.

(b) That they require certain private dwellings to be registered and inspected.

(c) That they impose restrictions upon the number of persons who, with due regard to sanitary conditions, can be received in such private dwellings.

(d) That they subject private dwellings in certain cases to the byelaws framed by the local authorities.

(e) That for sanitary purposes, they require private dwellings and parts thereof, to be cleansed periodically or when ordered by the local authorities.

(f) That, under certain circumstances, they prevent over-crowding in private houses.

(g) That they give power to the local authority to order sufficient means of ventilation, to purify premises injurious to health, or any part of such premises.

(h) That inasmuch as the Act 18 & 19 Vict. c. 120. (the Metropolis Local Management Act), sec. 132, designates "churches, chapels, schools, lodging-houses, and other public edifices," as places in regard to which, for the sake of the public health, the medical officers of health are required "to point out the most efficient modes" of ventilation, there appears to be no valid reason why the said officers should not, on the same grounds, have the same powers in regard to lace warehouses; inasmuch as it is clearly proved that such warehouses are deficient in ventilation in proportion to the numbers employed therein; and it is deducible from the evidence that they are at least as injurious in that respect as the churches, chapels, common lodging-houses, and other public edifices in the same locality are likely to be.

For these reasons, we recommend that warehouses in the lace trade, in which lace wares are finished, or in which, or in parts of which, any of the processes of lace finishing are carried on, should be subjected to the provisions of the Acts above mentioned, in regard to registration and inspection by the local authority, with the view of securing sufficient means of ventilation, and the prevention of over-crowding.

206. In all other respects the provisions regarding these warehouses would be carried into effect by the Inspectors of Factories.

207. To this point—the division of the duties of inspection between the Local Authority and the Inspectors of Factories,—we shall have occasion to advert more at length in our Third Report, with special reference to the numerous small manufactures in the metal trades of Birmingham and the surrounding districts.

208. A division of duties to this extent would, considering the great number of the smaller places of work, much reduce the costs of inspection. At p. 195 of the Appendix to this Report we have given an extract from the "notification" issued by the Local Government Act Office, London, showing what bodies are respectively the "Local Authority" in different districts throughout the country.

209. The duties which we think could be satisfactorily performed by the Local Authority in respect to these lace warehouses are the following:—

A. That within three months after the passing of the proposed Act, the local authority should, and from time to time thereafter the local authority may, give to the owner or occupier of any warehouse in which lace wares are finished, already or hereafter within the jurisdiction under this Act of the local authority, notice in writing of this proposed Act, and shall give such notice by leaving the same for such owner or occupier at the warehouse, and shall by such notice require the owner or occupier to register the warehouse as by this proposed Act provided, and such notice may be in the form in the Schedule to this proposed Act annexed, or to the like effect. (See Appendix, p. 195.)

B. The local authority shall keep a register, in which shall be entered the names and residences of all the owners or occupiers of lace warehouses within the jurisdiction of the local authority, and the situation of every such warehouse, and the number of work-people authorized according to this proposed Act to work in each room thereof.

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WAREHOUSES.

C. The medical officer of health or other person appointed for the purpose, by the local authority, shall, as soon as conveniently may be after issuing such notice to register, inspect such lace warehouse, and shall measure the cubic contents of each room in such warehouse in which any process of lace finishing is carried on, and shall deliver a notice in writing to the owner or occupier, specifying how many persons may be employed in each room, allowing not less than 300 cubic feet for each person, the minimum thought necessary by the medical officers of health of the metropolis for sleeping rooms or work-rooms (see letter of Dr. Ballard, Appendix, p. 191), and such notice, written or printed in legible characters, and fixed on a moveable board (each particular notice being signed by the Inspector) shall be hung up in such room, and so placed as to be easily read by the persons employed.

D. The medical officer of health, or other officer of the local authority, shall have the same powers for enforcing the adoption of sufficient means of ventilation in lace warehouses as are given to them by the Public Health Act, 1848, or by the Nuisances Removal Amendment Act, 1855, or by the Local Government Act, 1858, and other Local Acts, and the owner or occupier of such warehouse, and every other person having or acting in the care or management thereof, shall, at all times when required by any officer of the local authority, give them free access to such house, or any part thereof.

210. Should the above recommendations (197 to 209) be carried into effect, protection would be given to the children and young persons employed in lace warehouses, and also to a certain limited extent to those occupied in precisely the same work by their parents in their own dwellings, and who, as has been shown, are at least in as much need of protection from overwork and its consequences as those employed in the larger warehouses, and in the houses of mistresses where they work for wages.

211. Also if the above recommendations should be assented to their effect would be to encourage the transference of the work of lace finishing from the small so-called private houses under the "second-hand mistresses" to the larger establishments, similar to those already existing; inasmuch as the difficulty and the cost of complying with the sanitary arrangements would be such as not to permit the small private houses readily to adopt them. Such a result would be, as has been shown, in furtherance of a tendency already existing and largely acted on in the trade, and would, as has also been distinctly proved, be eminently beneficial to the persons employed. The small so-called private houses in this trade have hitherto exercised the functions while they have escaped the liabilities of large manufacturing establishments, in all that relates to the influence upon them of public opinion or legislation. As they are in point of fact manufacturing establishments as truly and precisely as the large conspicuous buildings to which the terms "manufacturing establishments" or "factories" have hitherto been, in the common acceptance of the words, confined, any measure which places them in their proper relation and attaches to them the liabilities which, from their nature and character, properly belong to them, is justifiable and desirable, involving as it does the health, the lives, and the well-being of such large numbers as are occupied in this branch of manufacture.

Effect of
recommen-
dations in
regard to
mistresses'
houses.

D.—Pillow Lace Making.

212. Of this branch of the lace manufacture, Mr. White states (p. 185) that,—

"The labour falling under the third head, pillow lace making, is carried on principally in two rural districts of England; one, the Honiton lace district, running along the eastern portion of the south coast of Devonshire, for 20 or 30 miles, and a few miles inland, and including a few places in North Devon; the other, extending over a greater part of the counties of Buckingham, Bedford, and Northampton, and the adjoining parts of Oxfordshire and Huntingdonshire."

District of.

213. It is made "chiefly in the villagers' cottages, though not entirely in the houses of the lace makers themselves."

214. Although in some parts the employment of making pillow lace has much declined partly, probably, from the improvement of machine made lace, partly from changes of fashion and temporary causes, and was depressed at the time of the inquiry, the numbers employed, chiefly children and young persons exclusively females, are very large. "One manufacturer alone employs 3,000 persons, and others are spoken of as in the same 'rank of business' (p. 185).—

Numbers
employed.

"The work requiring great manual dexterity and experience, but very little muscular strength or size, children are put to learn it at a very early age, 6 being thought the best by some teachers, though many begin at 5 and even younger."

"For this purpose they usually go to work at a school kept by a woman in her cottage. These rooms are generally the living rooms of small cottages, with the fireplace stepped up to prevent draught, and sometimes even in winter, the animal heat of the inmates being thought sufficient; in other cases they are small pantry-like rooms without any fireplaces, and in none of these rooms is there any ventilation beyond the door and windows, the latter not always made to open, or, if it will open, not opened."

Places of
work; lace
schools.

THE LACE-
MAKING OR
PEWEE LACE-
MAKING
LACE SCHOOLS.

Age and
hours of
work.

Examples of
cubic feet of
space per
head at lace
schools.
Effects upon
health.

"The crowding in these rooms and the foulness of air produced by it are sometimes extreme. I have noticed in one place as small an amount of space as under 25 cubic feet for each person. The inmates are also often exposed to the injurious effects of imperfect drains, sinks, smells, &c., common at the outskirtes or the narrow approaches of small cottages."

215. At these lace schools, at which the children are employed at learning to make lace, they commence at the early age of 5 or 6, "and sit at work for the first year or two, "from four and six to eight hours;" but, after that age,—and until they leave the lace school, at from 12 to 15 years of age, to work in their own homes,—they work "some-
times from 6 a.m. till 10 p.m., but in most places not beyond 8 p.m.," long enough to lay the foundation of ill-health "from the closeness of the confinement and bad air." (Mr. White, p. 185; Mrs. Godolphin, p. 246; Mrs. Davey, Mrs. Croydon, Mrs. Stevens, p. 247; S. Miller, A. Wealsman, p. 255.)

216. The following are examples of the small, crowded, unventilated rooms in which these lace schools are held:—

217. At Mrs. Clarke's lace school, Sidbury, Devonshire, there were 18 girls and the mistress, in a room affording only 33 cubic feet for each person (p. 249).

218. At Mrs. Besley's, Seaton, Devonshire, (p. 252) "the room was offensively close;" without a fireplace, and giving 38 cubic feet of space for each of the 10 persons usually at work there.

219. At Mrs. Driver's, Beer, Devon, a room in which eight persons worked, gave 60 cubic feet for each person (p. 253.)

220. At Mrs. Woodleigh's, Newton Poppleford, Devon, "the smell from the crowded state of the room was almost unbearable, even without the full number present" (p. 254). The cubic space per head for the full number of 18 persons was $24\frac{1}{2}$ feet.

221. At Mr. Ash's, at the same place, the space allowed is less than 70 cubic feet for each person.

222. At Mrs. Smith's at Wilschamstead, Bedfordshire, the cubic space for each of the usual number present would be only $28\frac{1}{2}$ feet (p. 262).

223. At Mrs. Cox's, at the same place, the space for the usual number present, 21, would be 52 cubic feet.

224. At Mrs. Church's at Cotton Eed, Bedfordshire, the estimated space for the 16 persons found in the room, was only 18 cubic feet (p. 263).

225. At Mrs. Burridge's, Houghton Conquest, Bedfordshire, the entire space for 27 persons was under 36 feet for each (*ibid.*).

226. The effects upon health are thus well described by the following witnesses:—

227. Mrs. Gay states (p. 251),—

"Children in this place are delicate, and from always working at lace are not so strong as if they were running about. When little things are brought to sit by the hear so long their constitution is broken up. It is very trying to them, and every year as they grow older their hours increase, and they are obliged to work more and more."

228. The Rev. M. Gueritz, vicar of Colyton, Devon, states (p. 251)—

"I am convinced that the effects of lace-making, as carried on here, are very injurious in several ways. In the schools it is unhealthy from the small size and crowded state of the rooms, the air of which is stifling. But, apart from this, the work itself, which involves such long continued sitting and stooping over the pillow, injures the chest. Consumption is prevalent amongst the people, and to a greater degree in later life."

229. The Rev. C. Glascott, vicar of Seaton and Beer, states (p. 252)—"The employment is injurious to the bodily health, owing to the confinement in small close rooms with no fire-place or ventilation, and the consequent impurity of the air."

230. D. Wood, Newport Pagnell, states (p. 259)—"Sitting in a lace school does not suit a great many, there are so many breaths. You never see any very strong that are at lace long."

231. The same account of the ill effects upon health is given by a witness who describes her experience of lace making in Northamptonshire, as has been given by those conversant with the employment in Devonshire and Buckinghamshire.

232. M. A. Sumter, Broughton, Northamptonshire, states (p. 261)—

"I believe that lace-making is very injurious to the health. Many times it brings on consumption; at first girls complain of a pain in their side, after that in their stomach, and when it gets there they soon suffer in their head too." "Besides that, the confinement and crowding of so many into one room is bad. I have often thought so when I have had as many as 20 girls in this room, sitting nearly as close as can be, though when I was at school myself there were 30 in a room of the same size."

233. After leaving the lace schools, "generally between the ages of 12 and 15" (p. 185), the children and young persons "commonly work at home, or congregate in 'neighbours' houses for the sake of company and mutual help, and to save light. Under these circumstances they work what hours they please, often very late, and 'sometimes all night through' (*ibid.*).

294. The lace schools above described, are all clearly within the same category as the mistresses' houses in the lace finishing trade. They are equally places of manufacture, equally frequented by large numbers of children and young persons, and equally injurious to health from over-crowding and neglect of proper means of ventilation. The recommendations therefore which we have made (§§ 198 to 209) in regard to the registration and inspection of mistresses' houses, and the limitation by the local authority of the numbers to be allowed to work in each room, according to its cubic contents, are equally applicable to these lace schools.

295. Indeed, considering the large proportion of the female population which devotes the early years of life to the work of pillow lace making in the numerous towns and villages which are the seats of this manufacture, it would seem that the interests of society as regards the health and stamina of the population, even more require, in this case, that the conditions of health in these lace schools should be a matter of public concern.

296. In such places as in Honiton, "most of the young females in the town are engaged in lace making." (The Rev. J. A. Mackarness, p. 248.) At Sidbury, "nearly three parts of the girls in the place are lace makers." (Mrs. Clarke, p. 249.) At Heancombe, "nearly all the girls in the place are at lace work." (The Rev. L. Gidley, p. 250.) At Colyton, "the greater part of the female population are engaged in lace making." (The Rev. M. Gueritz, p. 251.) At Seaton and Beer, "the female population are largely employed in lace making." (The Rev. C. Glasscott, p. 252.) At Ouseston there are "several lace schools in the place." (Mrs. Hayman, p. 254.) In Buckinghamshire three or four large employers keep at work large numbers of children and young persons; one about 3,000. (Mr. Gilbert, p. 257.) In Bedfordshire, Mr. Lester states (p. 262) that his firm employs lace makers in almost every village, and in some of these in almost every house within a circle of 10 miles from Bedford. "In most lace villages there is one school, in the larger more, in some probably five or six; a common number of scholars is from 20 to 25; in a few schools there may be double that number." . . . The number must depend on the size of the rooms, which, as it is, are often very small and crowded.

297. The work carried on, and to so great an extent, in these lace schools, "mistresses' houses," and other places of a like kind with which we shall hereafter have to deal, has hitherto been commonly called a "domestic manufacture," and it has consequently been commonly thought to be, *ex vi termini*, beyond the province of legislative supervision. This common impression appears to have rested partly on the tacit assumption that no evil accompanies it of a nature sufficiently grave to involve the general interests of the public; partly that, even if such evil existed, the law could not reach it.

298. The assumption that no evil exists sufficiently grave to involve the public interests is negated by the ample proof furnished by the evidence of the injury to the health inflicted on the large body of young females engaged in the employment, and especially in the tendency of the employment, as carried on under its present unfavourable sanitary conditions, to encourage the growth and spread of consumption.

299. The other impression that even if the evil existed the law could not reach it, may be considered groundless, since the Public Health and the Local Government Acts have placed under the direction of the local authorities all over the kingdom administrative officers who only require to be armed with specific power to deal effectually with cases such as these now in question.

300. An incidental advantage might also be looked for from placing these lace schools under regulations as to the numbers to be permitted to work together in proportion to the cubic space in each room. Such regulations could not fail to direct the attention of the labouring and middle classes generally in these districts to the subject of over-crowding, and want of proper ventilation, inattention to which subjects is now recognized as one of the chief causes, if not the chief cause of typhus and other fevers, and of that lowering of the system which predisposes to other diseases.

301. The children and young persons working at pillow lace making in their own homes, for the long hours that are described in the evidence as common when trade is good, although not directly working for their parents, inasmuch as they sell the lace they make to those who collect it, must, from their tender and immature age, be considered as virtually so employed; their earnings making a part of the income of the family. That being so, their case falls equally within the recommendations 1, 2, 3, and 4 (§ 197), from which, if they should become law, these children and young persons would receive protection from the long hours which now undermine their health and deprive them of the means of early education.

We do not think that legislation could be carried further in this case than the simple declaration, as in case of the Bakehouses Regulation Act, that it shall henceforward

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PILLOW LACE MAKING.
RECOMMENDATIONS.

Lace schools should be placed under regulation.

Interference with domestic manufactures justifiable if evil sufficiently grave.

Incidental advantage of placing these schools under regulation.

The children, &c. working at pillow lace in their own homes come within the recommendations 1, 2, 3, and 4 of § 197.

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MANUFACTURE.
PILLOW LACE.
MAKING.
REGULA-
TIONS.

The truck
system.

be unlawful to employ these children at an earlier age or for longer hours than are adverted to in the above paragraph; the duty of causing the enactment to be observed together with the provisions relating to ventilation &c., being imposed upon the local authority.

242. The low earnings in this branch of employment are in some of its districts further diminished by the prevalence of the truck system. It has been sufficiently proved by the investigation of a Committee of the House of Commons, and other inquiries, that no relief can be expected from amendments of the present law upon that subject. The law as it stands is capable of being put in force, and is frequently put in force, with the effect under certain circumstances of checking that system.

243. But, under the circumstances in which the pillow lace manufacture is carried on, the best remedy against the loss to the workpeople arising from the truck system is that prevailing, as is seen by the evidence, in Buckinghamshire, where the whole trade is in the hands of large employers who pay for the lace in ready money. It would be a work of great benevolence towards the pillow lace makers of Devonshire and elsewhere, if persons of influence would aid in introducing the system of purchasing their lace, which is of so much advantage to the lace workers of the county of Buckinghamshire.

THE HOSEY MANUFACTURE.

For Evi-
dence, see
our First
Report, Ap-
pendix, pp.
182-294.

244. At the time of the former inquiry by the Children's Employment Commissioners of 1842, hosey was entirely made by hand.

245. About the year 1846 the steam-worked "round" frames were introduced, "making at great speed knitted socks that require only to be cut and shaped and sewn up into hose by women and children." (Mr. Felkin, p. 235.)

246. A larger machine was afterwards added,—the steam "rotary," "of great width and rapid movement," and employed in adding largely to the production of cheap articles (*ibid.*).

247. The "warp" frame, also worked by steam, "makes various kinds of hosey" (*ibid.*).

Statistics of.

248. There were in the trade in 1852, 1,500 "round frames," 1,500 "rotaries," and 800 "warp" frames, all moved by steam; in all 3,800.

249. The addition to the productive power made by the applications of machinery in the manufacture of hosey, may be seen from the fact that in 1844, two years previous to the invention of the steam-moved "round frame," the returns of the hosey trade were 2,560,000*l.*, whereas they had increased in 1860, "the last year of average business, to 6,490,000*l.*, consisting of 2,630,000*l.* cost of raw materials, and of 3,850,000*l.* for wages, finishing, and profits" (*ibid.*).

250. Mr. Felkin gives the total number of hands employed directly and indirectly in the English hosey trade as about 120,000 of both sexes. Of these, according to the last returns presented to Parliament (Commons Papers 23, 11th February 1862), the total numbers under the Factory Acts were 4,063.

251. The great mass, therefore, of the persons engaged in the hosey manufacture are still employed in such a manner as not to come under the operation of that Act.

How
employed.

252. They are engaged—

A. In warehouses in Nottingham, Leicester, Loughborough, &c. (Mr. White, p. 265), similar in size and character to the warehouses in the lace finishing trade, and in similar species of labour, namely, "cutting," "mending," folding, marking, packing, &c. (p. 265).

B. In working the hand frames "in houses, or in small attached shops spread over 250 parishes," in the three midland counties of Nottingham, Derby, and Leicester.

C. In "winding," "mending," "seaming," "stitching," &c., in private houses in the same small towns and villages (Mr. White, p. 264.)

Hosey
warehouses.

A. The Warehouses in the hosey trade are principally in the towns of Nottingham, Leicester, and Loughborough, with a few also in smaller towns, as Belper or Hinckley. They are not numerous; "some are large new buildings of the same character as the new lace warehouses," (Mr. White, 265). They are described by Mr. White as having in nearly all cases sufficient space for the persons employed in them, and a moderate temperature; the exceptional cases not being such as to make it requisite, if the hosey warehouses stood alone in their respective localities, to place them under legislative regulations on the ground of unhealthiness.

253. But the reasons which would justify their being placed under the regulations of the Factory Act are two:—

First, their hours of working would be more beneficial to the children and young persons employed in them, if they were assimilated as nearly as possible to those of the Factory Act.

The Hosiery Manufacturers should be placed under regulation.

Secondly, being places of work of the same nature as the warehouses in the lace trade, and in the same localities, it is undesirable, even in the opinion of many of the owners of these hosiery warehouses themselves, that they should be omitted from any legislative measure which might be applied to the lace warehouses; especially as they could be included without danger to the trade.

1. Although the hours in the hosiery business are usually less than the factory hours, being, for the most part, from 8 a.m. to 6 or 6½ p.m., or, in other cases, from 9 a.m. to 6, 7, and 8 p.m.; yet longer hours are not uncommon, ranging from 8 a.m. to 8, 9, or even 10 p.m.

Factory hours more beneficial to the young.

254. At Messrs. Dent's warehouse (p. 268) Maria Skelton, age 13, stated, that she had been there three years; and that, "for about half the time the hands are busy, and stay till 8 or 9, sometimes to about 10." At Messrs. Morley's, Nottingham (p. 269), the hours for about eight months in the year are from 8 a.m. to 8 p.m. At Mr. Ashwell's (p. 267)—a gentleman who expressed himself averse to long hours—a child aged 11 stated, that his hours were in winter from 9 to 8, and in summer from 8 to 8. At Messrs. Ward, Hurst, and Sharp's, Balper (p. 280), where there were "three children under 13, and three a little over" and six young persons, (the total numbers employed being 70 females and 30 men), the usual hours are from 8 a.m. to 6½ p.m.; but "in a time of fair trade," when they are busy, for two or three months, or sometimes less, the work-people stay "to 8 or 9, and perhaps till 10 p.m.," "but as a rule, the younger leave earlier." The honorary secretary for Leicester attached to the deputation on the subject of the hosiery trade, &c. to the French Chamber of Commerce (Mr. W. Bowlett, junior), states (p. 290), that the hosiery warehouses in Leicester "are hardly ever open after 8½, and are generally closed by 8, even in busy times." The hours in his own warehouses are from 8½ a.m. to 7 p.m., "with a dinner hour and no tea. The younger ones rarely stay after 7. We have a few under 13; the greater part between 15 and 25; and altogether about 50."

255. The obvious and acknowledged objection to the practice of ending the day's work at varying hours is that it renders attendance at evening school almost impossible; and exposes the young to greater temptations by necessitating their absence from home at late and indefinite hours.

256. A remarkable instance, although one which ought not to be followed as an example, of a praiseworthy effort to attend evening school, notwithstanding the difficulty, is given in the evidence (p. 281). Mary Winterbottom, age 13, states that she has been in the employ of Messrs. Cartwright, Loughborough, three years. Their usual hours in their warehouse are from 7½ a.m. to 6 p.m. in summer, and from 9 a.m. to 8 p.m. in winter. She had never staid later than 8 p.m.; but last winter, "in order to get time for going to night school, she was allowed to make up the time lost by leaving earlier, by giving up her dinner hour. She dined at 5 minutes to 2, and finished dinner in 5 minutes."

257. There is the same experience in regard to the Saturday half-holiday in the hosiery trade as has been described (p. 20) in regard to the lace trade. Many employers have adopted it voluntarily, and have found that "it works well, and does not diminish the work done" (Mr. Wilson, p. 268; Mr. Musham, p. 269). But as it is not general (Mr. Hogg, p. 270; Mr. Hamford, p. 282), or to the extent as to time required by the Factory Act (Mr. Felkin, p. 237), legislation is necessary to make it uniform.

The Saturday half-holiday.

2. It is satisfactory to perceive, from the evidence of many employers of superior position in the trade, that the existing arrangements of hours are not essential. "There is nothing in the business itself which would prevent earlier work." (Mr. J. Pearce, Manager for Messrs. Dent's, Nottingham, p. 268.) Throughout the trade indeed a very fair disposition is manifested to conform to the factory hours, or to such modifications of them as may be deemed suitable in the case of the warehouses of the lace trade; and reference is made by several of the witnesses to the fact that the time of work has already been altered from the long hours which formerly prevailed, not only without injury to the trade, but with much satisfaction to the employers, who would not if they could return to the former long hours.

Hosiery warehouses should be placed under the same regulations as have been suggested for the lace warehouses.

258. These points are made clear by the following testimony (Mr. T. Ashwell, Nottingham, p. 267):—

"Hours as long as the factory hours would be long enough for a warehouse, unless for very exceptional cases, and there is but little irregularity in the business throughout the year. If the hours were

not enough, we should get a few more bands, and if we had many young persons and could not keep them beyond 6 or 7 p.m., we could easily make arrangements for beginning earlier in the morning, as is done in one or two hosiery warehouses that I know, where they do begin at 6½ a.m. when unusually busy. There is nothing at all in the nature of the business to prevent it.

"It is not necessary to have the young at work for long hours at all, and even if preventing it were any inconvenience to employers, it should be submitted to rather than that the young should be injured."

259. Mr. J. Fann, Nottingham (p. 269). Some years ago the hosiery warehouses were often open till 11 and 12 at night. "This was in order to send goods off, but now the railway will not take them after a certain time, and they have to leave the warehouse by 7, and the day's work is then considered finished. We have not found any substantial inconvenience from this change, and would not care to have the time altered back again, in fact should say 'No,' if there were the choice."

260. To the same effect is the evidence of Mr. Pratt, Belper (p. 280). "The hours used to be from 6 to 7, but the present shorter hours have not diminished the amount of work done, or but very little."

261. And the same result from the same cause as at Nottingham has ensued at Leicester.

262. Mr. J. Cooper (p. 290):—

"The hours in Leicester have been very much shortened in the last few years. This has come from a change made by the railways. Carriers would wait for goods any time up to 12 at night, or even up till the morning, and it was general then for warehouses to be open later. Now goods are generally sent from a warehouse at 6½, and for London or anywhere they must leave not later than 8. This prevents late work, and people work harder earlier in the day."

"I think that great benefit has arisen from the trimmers (bleachers, &c.) and dyers being regulated by the late Act. Young people used to be kept very late then. There was some complaint of the Act at first, but it works well now. The goods come back to us from the trimmers as promptly and regularly as before. The only difference is, that more hands are employed by them if they have not enough. This is more beneficial than for a few to work overtime, as the additional wages made by overtime are seldom well applied."

263. Mr. W. Musham (p. 269), who states that "any law would have but little to operate upon," adds—"But any legislation upon the subject would probably be strongly opposed at first, and approved of shortly afterwards. It was so in the case of the bleachers."

264. And Mr. J. Hadden Nottingham, (p. 266), after stating that "it would be much better for the children, and not at all detrimental to the trade, if up to the age of 14 they were not employed at all," and that "if any serious inconvenience arose from any restrictions on the labour of those under the age of 18, it could be easily avoided by employing only those above that age," proceeds to say that although he considers that "the hosiery warehouses do not in themselves need any regulation, and that any interference with them would be objectionable, still, if other establishments of a like kind, in the same place, such as lace manufactures, were regulated, it would not do to make distinctions between them" (p. 266-7).

265. Of the same opinion is Mr. W. Biggs, Leicester, (p. 289.)

"There is but little pressure in any branch of the hosiery business, such as to require over hours in warehouses here. Regulations applying to the labour of young persons in them would not occasion much practical inconvenience, and, when understood, would probably be conformed to without much opposition or difficulty. Probably, however, they are not much required in hosiery warehouses, but if it were necessary to regulate warehouses of other kinds, it would not be well to make distinctions between them."

B. Of "band frames," in the hosiery trade, there were, in 1844, according to Mr. Felkin, (p. 235), in Leicestershire, 20,861; in Nottinghamshire, 16,383; and in Derbyshire, 6,797; together, 44,041. In other parts of England, 4,572; in Scotland, 2,605; in Ireland, 263. Total in the United Kingdom, 48,483.

266. The invention of the steam-moved "round," "rotary," and "warp" frames in 1846 and subsequent years, while adding greatly to the production of cheap hosiery, has had the effect of discouraging the makers of new hand frames; and although some of the finer kinds of hosiery are at present, and according to some opinions, are likely always to be made by hand frames, in consequence of the great cost of machinery compared with the results that could be produced, invention has been so rapid in overcoming the difficulties of several branches of the manufacture, that the old hand machines are not generally renewed as they wear out. (Mr. Wilson, p. 267; Mr. W. Musham, p. 270). That being the case, although it appears that there are no more recent statistics of the number of hand frames than those of 1844, it is probable that their number may have decreased since that time.

267. They may probably now be taken for the counties of Leicester, Nottingham, and Derby, in round numbers at 40,000.

268. Each frame is worked by a man, or a boy, or girl, or a woman.

269. Each frame also gives employment to "winders" and "seamers."

270. In some cases the men wind for themselves, (p. 271), in others, one boy winds for four, five, six, seven, or more frames (p. 273). The seaming is done in most cases by the wives and children (p. 274). In some cases one frame gives employment to two females (p. 279).

271. These facts seem to have formed the bases of Mr. Felkin's calculation (p. 235), in which he estimated the number of persons working at, or in connexion with, the hand frames in the whole kingdom in 1844 as follows:—

Engaged (partially employed) in working the hand frames	-	-	50,000
Women and children, partly or wholly engaged in connexion with the hand frames in—			
1. Working at frames	}	-	50,000
2. Winding			
3. Seaming			
Total	-	-	100,000

272. And it may be gathered from the evidence that these numbers have not materially varied up to the present time. (Mr. Felkin, p. 235; Mr. Hadden, p. 267; Mr. J. Kennedy, p. 291; Mr. Musham, p. 270).

273. The places of work are,—

Places of
work.

(a.) Shops, or, as they are sometimes called, small factories (p. 273), consisting of one or more rooms, and containing from 10 to 20, 30; 40, or even nearly double that number of the wider frames, owned and superintended by masters.

(b.) Cottages or small rooms in private houses containing a few frames worked by the man and his family, who also wind the bobbins for the frames in the same confined space. In the same rooms the "seaming" is often done by mothers and their children. (Mr. White, p. 264.)

274. Of these places of work Mr. White says (p. 263), that, "as a rule, the small shops "as well as the houses are unfit as places of work for the young.

"Such a shop is generally just long and broad enough to hold the number of frames placed in it in a single or double row, with bare passing room, often not more than 6 or 7 feet high, and without means of ventilation, and dirty from accumulated rubbish and dust, as well as close. But often from one to four frames are in the only living room, poverty not allowing the cost of double fire and light, where, as in some cases, there is a second room. Many of these rooms are squallid far beyond what is usual in the country dwellings of the poor, and of necessity in these, crowded as they are with frames, meals such as can be had are cooked and eaten, infants nursed and put to sleep, and other home work done, of which, however, cleaning seems to form but a rare part.

"Seaming is done by the family in the same room, and also in houses without frames, and therefore less crowded and noisy, but sometimes even poorer."

275. The small shops in Leicester are thus described by Mr. Marsh (p. 291).

"The small shops in most cases adjoin to small houses, but do not form the living rooms as is the case in poor places. Still, there is a general deficiency in the ventilation, &c., of stockenett shops here, though they are much better than in the country, and there is more attention now paid to these things in new buildings; but of the others there are not many over 7 feet high, and in a shop of that height and 30 feet long by 17 broad, there would perhaps be 20 people. There is no ventilation, and the gas makes the air very hot and unhealthy in the evening. A light is wanted for each frame."

276. The observations also of Mr. Moore, surgeon, Leicester (p. 292), are to the same effect.

"I am medical officer of health for the borough of Leicester, house-surgeon to the union workhouse, and also examining surgeon to the borough and county police.

"In the course of my duty I am constantly in the stocking makers' shops in the town. The older of these are almost invariably low, and their ventilation in every way imperfect, but the newly built are better in these respects and larger.

"The nature of the work requires a large amount of light, which, in nearly all cases, is furnished by gas. I have observed by the thermometer that the temperature is raised at night many degrees, and the air also becomes impure. This, no doubt, is caused in great measure by the gas. The gas in burning deprives the air of so much of its oxygen that it does not leave the proportion indispensable to health. This alone is so serious a mischief that it is scarcely necessary to enter upon any other effects which the gas might be supposed to have."

277. The hours of work in all these places, for old and young of both sexes, are irregular and excessive. The cause is due partly to the habits of the men, whose almost invariable practice it is, in good and bad times alike, to idle away the Monday, and often the Tuesday also (T. Oseroff, p. 271; W. Palmer, p. 271; M. Thorpe, 274), partly to the time at which the orders are received from and the materials supplied by the warehouses or their intermediate employers. It appears that this has arisen from the manufacturers now "working so much more to order instead of to stock," which is now

Hours of
work.

THE ROBERT
MANUFACTURE.

said to be universally the case with all the branches that depend upon fashion. (Mr. Dane, p. 292.)

278. These long and irregular hours are common to the young in every branch of the manufacture, and from the earliest age.

1. Children
working at
frames.

1. Boys, and even girls, of from 12 to 14 years of age, often work at frames, and work the same hours as the men, *i.e.*, beginning on Tuesday morning at 6 or 7 o'clock, and for the remainder of the week working till 8, 9, and 10 o'clock, and on Friday nights sometimes even later, and boys even all night. Some boys and girls have begun at this work when only 10 years old.

"A great many girls and women work in frames. His two daughters there began at about 13 or 14. Knows one young woman who was put in at 9 years old, and used to work all through the day. But she has grown up since, and has a family of children. Some it does affect and some it does not."—(G. Kirby, p. 283.)

S. Mahe (p. 284).—"Began a frame at 10 years old, and in about a fortnight was able to make hose. Works in a frame at her grandfather's, making feet for the legs made by him and two others. Before she was 12 has sat up at the frame all through the night, up till daylight, and then till dark again without sleep. You are forced to do as much as you can as soon as you know how to do it. After sitting all night she can go on next day, but not so well. 'It's very hard work, Sir, but there 's a many has to do it.' There 's no time to go to bed till Saturday night, because they have to clom and get ready for Sunday. Sits up on 'finishing nights' only. They may be any night in the week, according to when you work for; but she has never sat up the whole night more than once in a week. This is the general way of work through the place, for those who can get it."

J. Cawthorne, (p. 277).—"Began to work in a frame at 12 years old, and knows many that began by 10, and after two or three months they can do a full day's work."

J. Taylor (p. 273).—"Works in a frame here (an adult). The age of beginning in a frame depends more upon the circumstances of the parent than upon the age of the child. Some of the poorest begin very young. Has seen one begin as young as 8; at 9 is not uncommon, or, rather, was not when trade was good. The parents cannot help putting them in early. A boy might properly begin a small frame at 12 years old."

Thomas Cassidy (p. 279).—"Began working in a frame at 10 years old, and was nearly a year before he worked for a whole day, and then worked about 10 hours; would not pass 12 hours, *i.e.*, not counting meal-times, till he was 17 or 18."

R. Moore, age 16 (p. 272).—"Works in a shirt frame at Mr. Thorpe's, and began at 14. When at full work comes at 6 in the morning, and leaves at 8, 9, or 10 at night, but has no set time. Works for himself, and has done so for a year. After paying all expenses has earned in a good week 11s., coming at 8 or 6 in the morning, and leaving at 10 at night, and doing his own winding. Gives the boy there (Joseph Rockley, age 11), 8s. a week to wind for him now. About 10 'is the regular givo 'over.' At first he learned for his father, and used to work for the same times, from about 6 in the morning to 10 at night, and 'going in night,' or when 'throng,' till 12 regularly: once till 1, and on that day began at 5 in the morning. When they were 'throng' 5 was the common time."

2. Boys
working as
winders.

2. Winders (boys) begin to wind in their father's cottages as early as 6 or 7 years of age; at 8 or 9 they go out to wind (Mr. Thorpe, p. 272). The ages and hours of work of the winders are well described by the following witnesses.

279. J. Rockley (p. 272), age 11,—

"Has been a winder for glove frames at Thorpe's shop for half-a-year, and was a winder at Peck's for half-a-year some time before. There were eight frames there, and one other winder, a little older than himself (9 then). They used to go at 7 in the morning, and leave at 10 at night usually, all the time he was there. Some weeks were more busy than others, and they were 'throng' at the ends of the weeks, and some nights, chiefly Fridays, he stayed till 11. Sometimes, however, he left at 6 or 6½ when not winding he did odd things, and nearly always had something to do."

"Winds at Thorpe's now for the seven-glove frames, and sometimes for a shirt frame there also. Goes at 7 or 6 in the morning, and leaves at 10 and 11 at night. Those are his usual hours, except at odd times. Has stayed twice till 12 at night. Has about half-an-hour for breakfast, an hour for dinner, and half-an-hour for tea, but at no fixed hours. He goes home and back again as he is wanted, if they are 'throng.' Has 3s. a week now; had 2s. 6d. at Peck's."

T. Kirby, age 12 (p. 283).—"Went out at 9 to wind for four and five frames. At the end of the week he was wanted by 6 or 6½ in the morning, and stayed till 11 at night."

3. Females
working as
seamers.

3. The "seaming" is done "at the men's own homes, by their wives and children, or 'given out to other women.' . . . "The girls begin seaming very young, when they ought "to be at school—as young as 5," (Mr. T. Ouscroft, p. 271). Instances are given in the evidence of girls having begun seaming at 4 years of age (E. Rogers, p. 284), and even at 3½ (M. Thorpe, p. 274). As by far the largest portion of the "seaming,"—a process required to complete most articles made by the frames,—is done by the wives and children of the men who work the frames, and also the largest portion of the winding, it follows that the parents are the persons most answerable for the over-working of children of the tender age above shown, and of the young of both sexes, between 13 and 18.

280. The evidence abounds with illustrations of this fact; of which the following are examples (M. Thorpe, p. 274):—

"Little children here begin to work at stitching gloves when very young. My little sister was 5½ years old; can stitch a good many little fingers, and is very clever, having been at it for two years; *i.e.*, began when she was 3½ years old. She used to stand on a stool so as to be able to see up

to the candle on the table. I have seen many begin as young as that, and boys do so still, because it makes them cleverer if they begin young. Parents are not particular about the age if they have work, as they must do it.

"Little children are kept up shamefully late, if there is work, especially on Thursday and Friday nights, when it is often till 11 and 12. They have to make two days out of Friday. Children younger than 7, but not younger than 6, are kept up as late as that. Mothers will pin them to their knee to keep them to their work, and, if they are sleepy, give them a slap on the head to keep them awake. If the children are pinned up so, they cannot fall when they are slapped or when they go to sleep. I have often seen the children sleep in this way and cry. The child has so many fingers set for it to stretch before it goes to bed, and must do them.

"Many women, and girls too, will sit up at work all through the night till 7 in the morning. Girls as young as 13 or 14 will do that, and girls of 11 and 12 will sit up till 1 and 2, but not beyond that. However, the times will depend upon the mothers, who are different as to this. I have sat up myself stitching all through the night, after being at work at a factory all day, and others will stitch after their day's work, in the same way." . . . "When the men work late, the winders, young boys, must also, but not so late by an hour or two, as they can get ahead of the men. Still, if they do not wish to work unseasonable hours, they can take scarcely any times for their meals on the late days, as they have so many 'slips' (skins) set them to wind, and must finish them, but, anyhow, they will have to stay some nights till 11. If a man has a few frames, and no child of his own suitable, he employs a boy to wind, and keeps him on Thursdays and Fridays till 10 and 11 p.m., &c., as late as the parents will allow; though parents will sometimes keep children of their own winding till 1 or 2."

Mrs. Cavethorne (p. 277).—"A girl under 13 would not sit up past 1, but at 14 or 15 many sit up till 3 and 4, and even all night, the night before going in. There are different-going-in days. Has many a time sat up himself all through the night. It is quite common. Believes that many in the town make it a regular practice to keep their children up in this way if they are old enough to help. If a child can do only a hose an hour it is a great help. This lassie (her daughter), who is 7, would just do that. Keep her up lately with herself sewing hose, but it made her (the child) bad for two or three days, and cost her (the mother) a shilling."

Mary Rogers (p. 284).—"Has eight children, six girls and two boys; the eldest 14, the youngest an infant. The age at which girls begin sewing is just according as people are circumstanced. The common age is 5. Those who can afford it keep their children from it longer. A girl of 5, after two or three months, could earn 1d. or 2d. Her little girl (Mary, age 7) could get 6d. or 9d. in a week sewing all day. We have kept her at it till 10. Sometimes she has a bit of sleep, and I have to wake her. 'Hears tell of people pinning their children to their knees to keep them up and to keep them' from going away from their work. I never pinned my own. Dares say that some girls begin to work on till 12 p.m. before they are 8 years old."

281. John Corbett (p. 287), gives the following account of his treatment of his two daughters, one near 7, the other aged 8:—

"His daughter Alice, aged 8, and near 7, has been a sewer 2 or 3 years, and her sister Annie, aged 8, began at about the same age. 'There's a many begin at 4 and 5.' Does not know whether any begin under 4. 'They do begin very young, but you see we're so used to it we take no notice.'

"Alice and Annie would each do 6 or 7 pairs of hose in a day, working till 8 or 9 at night, and running out at times. On Friday night they both of them stop at work till 11 and 12. All go to bed together. Annie has been up sewing all Friday night with mother many times, and not gone to bed till Saturday night. She did so last winter, and has done so at times for this long time, for this two or three years. Should think it is as long ago as that. It is general in the town to work in that way, especially on Thursdays and Fridays; Fridays most. Those who can be up must be up."

282. The fact that the parents in this trade are, in the words of the last witness, "so used" to keep their children at work in this manner, that they "take no notice" of it, is the only one that can be urged in excuse of the manifest cruelty.

283. It is not always want which causes this sacrifice of their children. Witnesses state that "there is most sitting up when trade is good, but it has been very bad and 'irregular lately.'" (E. Ward, p. 277.) "There are few that work evenly through the week, even if they have work to do, and they are even more irregular in good trade than in bad, because in good trade they know that they can make enough anyhow, and in bad, they are more anxious." (T. White, p. 285).

284. The effects on the health of both young and old of this irregular and excessive employment "in crowded and unhealthy rooms," are that disease, especially consumption, is engendered ("Mr. Rowlett, junr., p. 280, Mr. Dave, p. 293,) and the growth stunted. Beginning so young as many do, weakens the eyes and stunts the bodies. You never see one that begins so young "grow any," so as to make men and women. (J. Lakin, p. 285.) "I can see round here many who have been stopped from growing into healthy men from their working too young, and being 'clammed' (starved.)" (B. Smith, p. 273.) "As a rule I have observed that stockeers are a small and slender race, and inferior in bodily condition to the other classes. Even their arms, which are in constant use, are deficient in muscle. Their employment is to a great extent hereditary, the son of a frame-work knitter naturally taking up his father's work and frame, and the race thus gradually deteriorates more and more." (Mr. Moore, surgeon, Leicester, p. 292.)

Effects on
health of
overseers,
&c.

It may be true, as is alleged, that "as a rule, with, of course, exceptions, men of this class are very ignorant, and scarcely know they are doing anything wrong in keep-

THE HONOURABLE
MEMBERS OF THE
LEGISLATIVE COUNCIL

"ing them up at work so late as they do" (Mr. W. Marsh, p. 291); but the need is not the less in the public interests, that the rising and future generations should be protected by the State from the consequence of such ignorance, if it be possible to do so.

285. The vicious system under which the hours of work in this trade are now regulated (especially by the men themselves) is maintained only because the parents are able, without check or control, to exercise this arbitrary and mischievous power over their young and tender offspring.

Legislation
necessary.

286. We submit that in this, as in the previous cases dealt with in this Report, a case has been exhibited fully justifying and imperatively calling for the interference of the Legislature.

287. The work both in the "shops" (§ 273 (a),) and in the "cottages or small rooms in private houses," (*ibid.* (b),) is in its nature domestic work, and in a legislative point of view they cannot be separated from one another. They fall within our recommendations regarding the lace trade, § 197.

288. In all probability, public opinion in the districts concerned would second such legislation.

289. "Parents must not possess the absolute power of making their children mere 'machines to earn so much weekly wage.'" (Mr. Dare, p. 293.) With regard to the overworking of young children, writes the Rev. H. Brewster, Bulwell Rectory, Nottingham (p. 276):—

"I think that making the head of a family punishable for gross cases of such overwork might, and probably would, have an indirect influence in gradually checking the practice. It could not act quickly or very directly, because of the extreme difficulty there would be in obtaining evidence in most cases. But suppose a small fine were imposed, half of which were to go to the person giving information, there would always be some few cases brought to light, either through children who run away to escape ill usage, or through discharged servants and 'nurse girls,' or, in the worst cases, through the indignation of better thinking neighbours. The fine must be small, or the attempted remedy would defeat itself, for the people, through long habit, have become hardened to the evil, and in their poor condition a heavy fine would arouse popular sympathy with the person fined. Let the fine be, say, not less than 5s., nor more than 40s., the higher sum to be imposed where the offence is repeated."

290. And that this system of overworking the young can be stopped without injury to the trade is evident from the opinions of some of the most intelligent of the persons engaged in it.

"When very busy I have two sets of hands, each working 10 hours. Five or six years ago I had two sets regularly for six months, working from 4 a.m. to 12 p.m., but even then I do not keep the young ones after 8 p.m., but put on other hands. I am a great advocate for boys and girls being in bed in time; they ought to be. If I were under the same regulations as factories it would not inconvenience me." (Mr. Pemberton, p. 273.)

291. Mr. Edward Beer states (p. 283),—"It would be much better if they had factory 'hours.'" Mr. Dare (p. 294), having large experience for many years in the Leicester district, thinks that "all workshops should be like factories, under inspection." (See also Mr. Cooper, p. 290.)

Employers
should allow
sufficient
time for
work.

292. It is to be observed that the employer who gives out the orders and the material to the workers in the frames at such a time and in such a quantity as to make it, within his own knowledge, impossible for the person employed to return it within the time usual in the trade for collecting the work done, without rendering overwork for children and young persons indispensable, is greatly answerable for the injury to the young which ensues. "The employers know in how long a time the hands can do a given quantity of work." (Mr. T. Osroft, p. 271.) "Since trade has been so bad the orders and material have, I believe, been given out later from warehouses, often not till Wednesday or Thursday, and yet the things are wanted back in two or three days, and that makes pressure." (Mr. F. Pemberton, p. 273.) "If they could get the stuff from the warehouses more regularly they would all have more time." (J. Marcet, p. 278.) It is to be hoped that the employers themselves may be induced to consider the means of correcting this obvious source of evil.

Leicester
Board of
Health.

293. It is worthy of observation that the Local Board of Health at Leicester "has been turning its attention to the ventilation of workshops, which they say 'is a very 'difficult subject.'" (Mr. W. Rowlett, jun., p. 290.)

"The frame-shops are very defective in this respect, and in the old buildings the frames are crowded together in the smallest possible space, without any ventilation. A great deal has been done in other respects in improving the condition of the town, which, from one of the unhealthiest, has now become one of the healthiest of manufacturing towns. Lung diseases, however, are prevalent. The population is about 70,000."

294. It is creditable to the Local Board of Leicester that they have made an effort to grapple with this subject, — the improvement of the ventilation and sanitary condition

The Hosiery
Manufactures
Union—
movements.

Their ex-
ample not
likely to be
generally
followed
until specific
provisions
imposed by
Act of Par-
liament, as
proposed at
§§ 197-209.

Elastic web
manufacture.

Extent of
district.

Numbers
employed.

of the workshops. We do not find in the evidence transmitted to us in relation to the numerous other trades and manufactures with which we have to deal, that the Local Boards of Health have originated inquiries similar to that undertaken by the Board at Leicester. Neither is it to be expected that Local Boards of Health generally will do so. Local influences must be expected to be in most cases too strong to dispose medical officers of health or other persons, whether connected or not with the Local Board, to originate such inquiries. The persons to be affected by the results of such inquiries will, in most cases, be the principal employers, in position or in numbers within the district. The duty of exposing defects, which would require an outlay of capital to remedy them, is an arduous and invidious one; and the recommendations would, in all probability, run counter to the habits and opinions both of the employers and of the work-people, whom it would be the intention most immediately to benefit. It cannot be expected that the officers of the Local Boards generally will deal with these subjects until they are armed with the specific provisions of an Act of Parliament, which they would be required to carry into effect in the manner indicated at §§ 197-209 of this Report.

295. To the evidence relating to the hosiery manufacture, Mr. White has appended a short account of a cognate branch lately sprung up, that of the elastic web manufacture. The facts adduced by him (p. 294), show that it should be included in any legislation relative to the hosiery manufacture generally.

THE STRAW PLAIT MANUFACTURE AND SOME MISCELLANEOUS EMPLOYMENTS.

296. Mr. White in his Report upon pillow-lace making, to which we have directed attention above (§ 212), states that the pillow-lace manufacture extends over "a great" part of the counties of Buckingham and Bedford. Where, in those two counties, the districts of the *pillow-lace schools* terminate, those of the *straw-plait schools* begin, and spread from those counties over a great part of Hertfordshire and the western and northern parts of Essex.

297. The conditions under which these two manufactures are carried on are so similar that it would have been desirable, had time permitted, to have included the evidence relating to the straw plait in our first Report, immediately after that relating to pillow-lace making.

298. We now insert it, together with Mr. White's Report upon it, in the Appendix to this Report (p. 196), and proceed to add in this place the few remarks that will be necessary, instead of interrupting the course of reference by inserting them immediately after our Report on pillow-lace making (§§ 212-243), to which they form a sequel.

299. According to the Census of 1861, there were engaged—

In straw-plait making,—

Males of all ages	-	-	-	2,128
Females	-	-	-	27,739
				<hr/> 29,867

In straw-plait making up (straw hat and bonnet manufacture),—

Males of all ages	-	-	-	1,687
Females	-	-	-	16,489
				<hr/> 18,176
				<hr/> 48,043

Of these there were females under 20,—

In straw-plait making	-	-	10,271
In straw-plait making up	-	-	4,642
			<hr/> 14,913

Males under 20,—

In straw-plait making	-	-	1,561
In straw-plait making up	-	-	277
			<hr/> 1,838

Total of both sexes under 20 - 16,751

Of these, Mr. White estimates (D. 21) that there were in round numbers 6,000 children and 7,000 young persons; total, 13,000. And to these are to be added many children under 5 years of age, probably not returned in the Census as so engaged (D. 22).

300. A gentleman conversant with this manufacture states that it gives employment to

THE STRAW
PLAIT MANU-
FACTURE.

The condi-
tions the
same as
pillow lace.

between 50,000 and 100,000 persons (D. 9, d. 41). It has been seen that the Census confirms the first number. It is probable that in times of good trade the number approximate to the larger sum. But the gentleman referred to, included also persons engaged in other employments.

301. The straw-plait manufacture consists of two distinct branches,—

Straw-plait making (in straw-plait schools).

Straw-plait making up (in warehouses and workrooms).

302. The straw-plait making is carried on upon just the same system, in places of just the same kind, and by persons of like age and sex, as the pillow-lace making (D. 9).

303. In like manner, the "making up of the plait into the articles for which it is used," i.e., the straw bonnet or hat manufacture, "corresponds closely, as to system, places of work, and persons employed, with the employment of lace finishing," and with some varieties of wholesale millinery (D. 3).

304. Accordingly, Mr. White states (D. 4) that, as far as he can judge, "any practical conclusions formed with reference to the employment of pillow-lace making would be equally applicable to that of straw-plait making, and any with reference to those of lace finishing and wholesale millinery equally applicable to that of making the plait." The evidence entirely bears out this opinion.

Practical
conclusions
the same.

STRAW PLAIT SCHOOLS.

Age, and
hours of
work.

305. "Children are taught plaiting in these schools usually at 4 years old, some at $3\frac{1}{2}$, and they can clip the loose straws off younger, when about $3\frac{1}{2}$ or 3. Lizzie Ibbins there, who is between 2 and 3 years old, is clipping some plait made by her sister elsewhere. Lizzie Cook, who was 3 last month, I think, can clip her 'ten' (yards) in a day" (d. 7). People reckon to set children down to plait at 4 years old and after" (d. 9). "Some begin plaiting a few weeks before they are 4, but 4 is the age of most for beginning."

These young children remain at the plaiting school from 9 a.m. to 1, and from 2 p.m. to 4. When about 7 years old they return at 5 p.m. and work till 8. The younger children will therefore have six hours of work a day, and those 7 years old 9 hours. There is rarely any attempt at education. The school proper is spoken of by the children as "the reading school," or the "natural school" (d. 16, d. 21), in comparison to the plait school, the office of which latter is simply to keep the children at work, or to see that they accomplish the task required of them by the parents. "The children have so many yards to do, and then their mothers sell the plait (d. 3). Though my place is called a school, I do not teach plaiting, but merely keep the children to their work, and see that they do the number of yards set to them by their parents, which is according to their age and the kind of plait they are taught by their friends before they come to me. I used to teach them some reading too, but found that too much, and do not do it now" (d. 18). "Many will do a score yards in a day, and sometimes two score, but they do not like to do so much often. About 30 yards seem counted the most proper day's work, to take the bigger ones" (*ibid.*); "the straw cuts their fingers and their mouths too, as they draw it through their mouths because it breaks off if it is not damp" (*ibid.*). "They are set so many yards by their mothers, and the mistresses who get the most work out of them are most patronized" (d. 24); "but if they do not finish at school the number of yards set to them their mothers make them do it at home, so it would be all the same. If they think the child can earn 6d. they make it. Children have been kept at work at home very late; up till 10, 11, and 12 * *. It's ruining the children when they are driven so. As they grow up they do not care so much about their parents, and leave them. The parents do not study their children's welfare, but only seem to see how much they can get out of them" * * (d. 25).

Moral
effects of
such employ-
ment.

This is the life of these children up to the age of from 12 to 14. It is not surprising, therefore, that ignorance and vice abound among a population so reared; and it may be anticipated that Parliament will be disposed to give effect to the opinion expressed in the following paragraph by the Rector of Taddington (d. 23).

"Hardly one young man or woman can write even her own name. The marriage registers can prove this. Very few can read, judging by the congregation at church, very few of whom use a prayer book. Vast numbers of young men and women are to be seen and heard loitering about the lanes at night, and especially on Sundays. Their morals are at a very low ebb. A large average of the women have illegitimate children, and some at such an early age as to stultify even those who are at home in criminal statistics. I greatly feel the necessity of something being done to keep the straw-plaiting within bounds, and sincerely hope something effectual may result from the consideration taken in this matter in Parliament. I have seen a great deal of England, and have spent some considerable time, from a month to a year, in many parts, north, south, east, west, but nowhere have I met with such lamentable ignorance as I meet with here, and an ignorance which very little on the

part of the clergy can be done to counteract; ignorance which I can attribute to nothing else than straw plaiting."

306. The extremely crowded state of the straw-plait schools affords an additional reason for applying legislation to them. We have referred above (§ 209) to the collective opinion of the medical officers of health of the metropolis, that 300 cubic feet of space is the minimum that "ought to be allotted to each occupant of a sleeping room or work rooms" (see Dr. Ballard's letter, Appendix, p. 191). This will afford a gauge of the injury to health likely to be caused to these children, confined as they are 6 to 10 hours a day, in small low cottage rooms, in such numbers together as to afford no more than 12½, 17, 18½, or under 22 feet of cubic space to each, as in the instances referred to by Mr. White (D. 26). The smaller of these numbers represents, as Mr. White points out, a cubic space "less than half what a child would have if shut up in a box three feet each way" (D. 26). "The window in this school was shut on a hot summer day, but the door open. The air was of course close and heavy, with a strong smell" (d. 1). In the winter draughts must be excluded as the children cannot work if they are cold (d. 13), and "in some places they have to sit so close into the fire-place that the fire cannot be lighted, so that they have coal or wood in earthen or even tin pots." * * * "These make a disagreeable smell, and I should think that the fumes must be unwholesome." (Evidence of Mr. William Horley, d. 24.) The straw-plait schools are more crowded and afford much less cubic space per child in ordinary cases than the lace schools already described (§§ 217-243). They come in all respects within the principles, in regard to legislation, which we have ventured to lay down in regard to lace schools; and we therefore recommend that the straw-plait schools should be included in any measure deemed applicable to the lace schools.

THE STRAW-PLAIT MAKING FACTORY.

Physical effects of, in rooms so crowded.

Straw plait should be included in any legislation with lace schools.

STRAW-PLAIT MAKING UP.

307. The places in which the straw plait is sewn or made up into bonnets or hats are, as in lace finishing,

1. Factories or warehouses.
2. Houses, private or so called.

Many of the factories or warehouses are of considerable size "employing 200 or 300 persons. One employs 350 females," nearly all adults (D. 8). Some, especially those in London, are described as clean, roomy, and comfortable; others are "like the smaller Nottingham warehouses." The factories generally are said to be "healthy places," the worst time being in the winter when there is gas, and they cannot have fresh air so well (d. 43). But in these factories the hours are objectionable, being usually from 9 a.m. till 9 p.m., and for about three months in the year till 10, "with about an hour at 12 for dinner, and half an hour for tea;" and even those hours are in many cases exceeded (d. 44, d. 43). The hours of work were formerly longer, and have been reduced without detriment to the trade. Mr. Charles Lutes states, that when he first came to the town (Luton) "warehouses were open till 12 quite commonly," but there is quite as much or more work done now without working so late" (d. 43). In the "sewer" workroom," where small employers have under them only a few young persons or adult females, the hours are liable to be longer, "from 7 or 6½ a.m. till 10 p.m., and some will be up till 12 or till 1 a.m." * * * "for one or two nights in a week, or perhaps a week in a month" (d. 44). "The little ones work for their parents, and if they work longer than usual their parents take it all." * * * "If any work all night with their parents, it would be only on Thursday and Friday nights, and under their parents." The absence of the regulation of the hours of work by Act of Parliament leads to irregularity of hours and overtime. "Sometimes they will be idle a day or two, and then they have their work to make up by the time; indeed I have known many leave two-thirds of their work till the last day" (d. 26). The numbers employed in these small cottage sewing rooms is doubtless very considerable; "There are an immense number of persons in the town and in villages round who employ small numbers, some only tens and fives, and some of them no doubt work at younger ages" than 16 (d. 41), "and, for longer hours than in the factories." Besides those who work in the large factories there are great numbers employed in "smaller places; and even private families sew, block, and finish bonnets and hats entirely at home. In such places persons I believe are employed much younger and work longer than in the large factories" (d. 40). The facts regarding the factories or warehouses, and the houses, private or so called, in the plait sewing trade being plainly analogous to those of the warehouses and the private houses, where children work for wages in the lace trade, we have no hesitation in recommending that they should

The facts are the same as those of the lace finishing.

the same
legislation
required.

be included in the measure of which we have already submitted the outlines in the portion of our report above referred to (§§ 197-209).

LACE AND EMBROIDERY WORK IN IRELAND.

Limerick
lace manu-
facture.

Should be
placed under
the Factory
Act.

308. Limerick lace is made "by embroidering net or muslin with the hand and needle" (d. 63). "There are three factories and a few smaller places of work for lace of this kind in Limerick," but the numbers employed, which were 1,500 females six years ago, have since much declined (D. 34). The evidence shows that when trade is good it gives rise to long and irregular hours of work; and there appears no reason why these factories should not be placed under the Factory Acts. The manager of the Messrs. Forrest's manufactory states, that "for about three months in last summer they worked over their time as long as it was light enough, perhaps till 9;" and he adds, that "an inquiry like the present is very necessary, and I am very glad to see it. It is necessary that the young people should be looked after; and there is no necessity that children should work as they do" (d. 63). Another factory in Limerick visited by Mr. White consisted of "three adjoining uninhabited dwelling houses, communicating inside." * * * "The rooms had a neglected appearance, and a fire-place was bricked up" (d. 66). There had been as many as 548 persons working there (d. 67).

Sewing
schools.

"Some of the sewed muslin work, of which there is a great deal in the north of Ireland, is much the same" as some of the Limerick lace (d. 63); it is called *appliqué* work, and is made by muslin applied to net and embroidered.

At Donaghadee, on the north coast of Ireland, there are many sewing schools, *i. e.*, houses in which girls sew, or rather embroider, muslin, under the charge of a mistress (d. 49). Mr. White describes them as "at times crowded in the same way," the children sitting "buddled close together" (*ibid*); and the witnesses concur in stating that it is very unhealthy work, from sitting so long. "Scarcely any girls have any health at it;" and that "it is very severe work for the eyes;" * * * "their eyesight fails very early if they are brought up to the sewing from quite children" (d. 50). The hours are often very excessive, both at these sewing schools and at home with their parents. A girl of 13 states (d. 51):—

"I went to a sewing school at 7 years old. In summer we worked from 8 a.m. till 8 p.m., and in winter, from 8 a.m. till 4 p.m., and again from 6 p.m. till 9 p.m. We had an hour for dinner at 2, and breakfast before we went, but we did not get out at all between 8 and 2. No, Sir! we didn't ask. If we'd not done our task the mistress sometimes kept us in till 10, but never kept us from a meal; and sometimes she'd a-brat us, sir, with a rod, a 'sally' rod."

"In summer I sit at work from 6 a.m. till 8 p.m., and in winter from 8 a.m. till later in the evening; sometimes it has been till 10, 12, and 2 a.m. If I begin at 6 in the morning, in winter, it is at home, not here. I have worked from 6 in the morning till 2 the next morning, but not very often, and was off a bit, stopping about an hour twice in the day."

"When you sit so long your eyes grow weak. I have had weak eyes for two or three years, but I can see well."

"Have been at three sewing schools in the place besides this, and had about the same hours at all as here, and all girls, both big and little, had the same."

Jane Wallace, aged 16:—

"Have sewed on till 2 a.m., but at home, and began again at 7 a.m."

Eliza Johnstone, age 16:—

"Have sewed till between 2 and 3 a.m., and begun again at 7 a.m."

There is much other testimony to the same effect (d. 55, d. 60). The Rev. John Hill, Rector of Donaghadee, states that, "here, as in other places, they work almost exclusively in their own or neighbours' dwelling houses." * * * "Girls begin work at an early age, from 7 upwards." * * * "Their health also suffers from the confinement at a sedentary work for long hours in small and sometimes crowded rooms; for the young children often work in sewed muslin schools, to which they are put by their parents, so as to be under the charge of other women, to teach them the work and to keep them more closely to it than the mothers themselves can do. Such a woman receives the benefit of a girl's work for a short time, perhaps the first few months, in return for her teaching, and afterwards a small sum, usually 2d. a week, for her superintendence and house room, &c. The profit of the child's work goes to the parents. It is now very small, for a young child probably not more than 1d. a day, and elder workers, who some time back could make 1s., now do not make more than 4d." (d. 62).

It is clear that these sewing schools in Ireland require the same measure of legislation as was recommended for the lace schools and straw-plait schools of England.

Crochet schools, which used to employ large numbers of females in Ireland, appear now to have been almost entirely abandoned (d. 71), and it does not seem that any legislative interference is necessary in regard to what remains of crochet work, or the hair-net

The facts
the same as
in the lace
schools in
England, and
same legis-

work which has taken its place, or the lace making in convents and industrial schools (d. 71-73). Laces required.

HAND-LOOM WEAVING AND HOSIERY MANUFACTURES IN IRELAND AND SCOTLAND.

309. The portion of the hand-frame hosiery manufacture carried on in Ireland and Scotland is very small, and is confined almost entirely, in Scotland, to the towns of Hawick and Dumfries. In Ireland it is "altogether unimportant" (E. 2). The evidence presents little variety of feature from what has been already given in regard to the same branch of manufacture in England (*ibid*). "The hand frames at Hawick all work from 6 a.m. to 8 p.m., with no special times for meals." * * * "The children must work as long as the men" (e. 30). The small shops, generally stocking makers, work in summer from 6 a.m., and sometimes 5½, till 8 p.m., and in winter from between 7 and 8 a.m. till between 9 and 10 p.m. (E. 33). In Dumfries, "the only other hosiery district in Scotland of any importance," * * * "there is no difference whatever as regards the system of work (e. 32, e. 33), which is "precisely the same in every respect as in the Nottinghamshire and Leicestershire hosiery districts" (e. 30). There is the same habit of working long hours towards the end of the week. In the small shops the men get out the yarn on Monday, do but little on Tuesday, and work late on Thursday and Friday nights, up to 10, 11, and 12 o'clock. "Friday we generally work till 10 here" (e. 33). "The sooner," therefore, in the words of Mr. John Laing, "there is a special hour for all these classes of workers the better. If they were fixed for the boys, the men would no doubt conform to them also. I consider 10 hours a day is as much as any man can work properly" (e. 30). Hosiery.

Hand-loom weaving in Ireland and Scotland, Mr. White states, (E. 8):

"Resembles the English hosiery manufacture in being to a great extent a domestic employment carried on in dwelling houses or small shops attached to them, and in villages and scattered country places as well as in towns; and also in Scotland, though not in Ireland, in its tendency in large towns to be transferred to large shops or factories. In some cases these large work-places form part of premises in which power also is used for the manufacture, and therefore fall under the factory regulations. In dwelling-house shops four looms seems the most usual number; sometimes there are only one, or two, or three. Several factories have from 100 up to 500, and I visited one with 360 and no power."

Hand-loom weaving.

In his review of the extent and prospects of hand-loom weaving, Mr. White points out the probability of its continuance for some time to a great extent (E. 4-6). The age at which children begin to weave is sometimes as early as 9, and in exceptional cases at 8; but usually between 10 and 12 (E. 11). They begin to wind "at from six years old upwards" (*ibid*); many females weave in small private shops, and in some country places their proportion appears considerably to exceed that of males (E. 13). The entire population engaged "must be very large indeed," as the manufacturers of linen, woollen, flax, jute, and hemp and spread more or less thickly over the prosperous parts of Scotland, south-east of the Grampians from Aberdeen or least Brechin to Ayrshire and the south-west, as well as over the district near the Tweed, and towards Carlisle, and over the north-west of Ireland as far inland as Armagh" (E. 15).

Although the greater size of the looms "does not admit of any crowding as in the hosiery shops," the general description given by Mr. White of the places of work shows that the health and comfort of the work-people would be promoted by their being placed under inspection and sanitary regulation (E. 19). The weaving machine in these branches of manufacture is called a loom, in the hosiery branch it is called "a frame" (E. 20), the nature of the work being necessarily the same. The winders, generally children, sit in the same room, on a small stool, and turn a light wheel with one hand. Where the workshops are low, dirty, and damp, as so many are, "and made with windows which do not open at all, or have only one pane which does," sanitary supervision is the more important to the health of all employed, especially when the long hours of work are taken into account (E. 35). Sanitary regulations desirable for the places of work.

The hours of work in some of the large shops or factories coincide, or nearly so, with the factory hours. In others, and in the small shops, the hours are subject to the same irregularity as has been described above in the case of those employed in hosiery work; namely, long hours and much night work towards the end of the week, to make up for time needlessly lost in the early part of it (E. 24, 25, e. 13, e. 42, e. 46). It appears therefore most clearly that, were factory hours made imperative for all, as they unquestionably ought to be, no one would work a less number of hours in the whole week, but they would be evenly distributed, greatly to the benefit of all; the men also having become aware that they earn more with moderate and regular hours of work than they do in the long and irregular hours (e. 89); on this point Mr. White remarks:

Hours of work.

Factory hours should be made imperative.

"It will probably be thought worthy of notice that in two such essentially manufacturing towns as Dundee and Hawick, one also a seaport, in both of which trade is now represented as particularly

HAND-LOOM
WEAVING AND
HOSIERY IN
IRELAND AND
SCOTLAND.

Warehouse
work.

As to ware-
houses.

They should
be placed
under the
same regula-
tions as pro-
posed for
warehouses
in the lace
trade.

Hand-loom
weaving and
hosier work.

As to hours
of work.

Hand-loom
weaving and
hosier work in a
transition
state.

Half-time
system not
at present
applicable.

Factory
hours and
sanitary
regulations
should be
made im-
perative.

prosperous and employment full, persons with ample opportunities of judging of the advantages and disadvantages of both regulated and unregulated labour, as exhibited in these places, particularly some of the manufacturers in the latter town, express a strong opinion in favour of regulation, especially as regards the employment of children" (E. 40, see also c. 67, 68, 85, 86).

310. It does not appear that warehouse work is very extensive in exclusive connexion with the branches of hosiery and hand-loom weaving now under consideration, but the same processes of folding and lepping, principally by females, occur, as have been already placed under regulation (c. 18, and Mr. White's note c. 15). The warehouses therefore in connexion with these two branches of industry would fall within the principle of our recommendations regarding the lace and hosiery warehouses in England. (§ 197-209.)

The disposition manifested by several leading manufacturers and others as shown in the evidence (c. 2, 35, 36, 67, 42, 19, 11), in favour of extending not only the factory limitations as to age and hours of work, but also the education clauses of the Factories Act to these employments, is a very satisfactory indication of the progress of opinion in that respect. We are of opinion, however, that in the present transition state of these two employments it would not be desirable to go beyond the limitations of the hours of work, and the provisions of sanitary inspection and regulation, which we have above referred to in regard to the lace manufactures in England (§ 197-209). The transition from hand-loom weaving to steam power is shown in the evidence to be in rapid progress. But the vast number of hand looms still existing in cottages and small workshops over the wide districts of country enumerated above would render it impossible to enforce, by any machinery, the school attendance of children under 13 under the half time system. To impose this school attendance upon the portions of these employments now carried on in factories where steam power is used would place them at a disadvantage as compared with the large portion which would be exempt from the regulation, and might be expected to operate as a discouragement to the salutary change now in progress throughout both trades towards the almost universal adoption of steam power. For the limitations of the hours of work, and for sanitary regulations, it may be gathered from the evidence that public opinion in both these occupations is pretty well prepared, and it would appear that no great lapse of time will be required for the very wide operation of the present tendency to substitute steam for hand power, and factories for isolated cottage work (E. 4-6). Mr. Thomas Laidler of Hawick, states on this point "my opinion is hand-loom weaving will dwindle away. For weaving, all manufacturers prefer power; but hand-loom frames for hosiery will remain, as there is not sufficient gain in using them to make the change pay" (c. 36).

Mr. James Paterson of Glasgow states that he believes "power will become very general, but the hand looms will be always used for certain purposes" (c. 49).

Mr. Joseph Johnstone, of Dundee, states, "power looms are encroaching on hand looms; weaving in houses is greatly done away with in this town." At Kettle in Fife-shire, Mr. D. Beveridge states that "power looms are on the increase," and "the difficulties of weaving linen by power looms are constantly disappearing" (c. 86). A similar transition period was passed over in a few years in the case of the lace manufacture of Nottingham, and in 1861 it became easy to place that manufacture under the full operation of the Factory Acts.

THE PAPER TUBE OR "SPOOL" MANUFACTURE.

Summary of
Reports and
Evidence of
Mr. Longe.

311. A desire that the manufacture of paper tubes or "spools" should be placed under the regulations of the Factories Acts has found expression on two or three occasions in Parliament. The report of Mr. Longe (a. page 7), and the evidence attached, show that there is no reason why that desire should not be complied with.

The chief seat of the manufacture is in the neighbourhood of Bradford, where there are "about 10 separate places of work." The tubes are made at other places, but, Mr. Longe believes "not to any great extent."

The 10 places of work near Bradford employed at the time of Mr. Longe's inquiry, when trade was dull, about 250 children, chiefly girls, from 7 and 8, up to 13 years of age.

These children are liable to be worked in busy times from half past 6 o'clock in the morning, until 7, 8, and 9 p.m., meal times excepted.

They are Mr. Longe states, "far too young to be employed for many hours day after day at the same monotonous and incessant labour," while they are necessarily deprived of almost all education.

Some of the masters are desirous that the regulations of the Factories Acts should be extended to these children, and they consider that the half time system would be "very beneficial to the children as well as advantageous to themselves, if all in the trade were

"compelled to observe it." Mr. Longe states that the work is simple and uniform, that it could be easily carried on by relays, and the effect of working with relays would, in the opinion of one of the employers (9 s. 9), be, that "more work would be done by the fresh lot in the afternoon than is now done by the children who have been working in the morning."

It appears that occasionally "children who have been at work in the factories up to 6 p.m., have gone to work at the spool shops after they have left the factory" (8 s. 2), thus affording an additional reason for placing the spool manufacture under regulations.

The state also of the places of work, as described by Mr. Longe (7 s. 7), and by Mr. Earnshaw, one of the certifying surgeons under the Factory Act for the district (9 s. 13), shows the need that exists for the sanitary regulations of the Factories Acts Extension Acts to be applied to the workshops of this branch of manufacture.

The inconvenience anticipated by Mr. Stevenson, manager of Mr. W. Hanson's factory, from having to comply with the regulations of the Factory Act, would not occur. Mr. Stevenson states that in "leaving at night each child has to be settled with separately, and it takes about half an hour to settle with all of them." The Children's Labour Act 1838, (16 & 17 Vict. c. 104.) s. 1, provides that "no child shall be employed in any factory before 6 o'clock a.m., or after 6 o'clock p.m. The detention described for the purpose of settling with each child the amount of work done during the day, would not be "employment." We are informed that on pay day "it is sometimes 2-30 p.m. or 2-45 before all the factory hands leave the premises."

For all the above reasons therefore we recommend that the spool manufacture should be placed under the Factories Act Extension Act (1864).

WEAVING
APPAREL
factories

This manu-
facture
should be
placed under
the Factory
Acts Extension
Act.

REPORT UPON THE MANUFACTURE OF WEAVING APPAREL.

312. This Report, including England, Ireland, and Scotland, relates to one of the most numerous classes of persons engaged in industrial occupations. In its widest application it would embrace every form of "needlework" prosecuted for pecuniary gain, and this, whether carried on by hand labour or by the sewing machine. But, for the purpose of the present inquiry, it will be necessary to introduce some very important limitations, although when even thus reduced the number of persons employed will be very considerable. As to sex, the present Report has reference exclusively to females. In some branches of these trades boys and youths are it is true employed; but the number is usually very small; and as we shall in a subsequent Report have occasion to inquire into the labour of male persons under 18 years of age occupied as tailors and boot and shoe makers, we deem it to be more convenient on this occasion to restrict our observations to females only. The importance and the nature of this Report, and the limitations we propose to observe, will appear from the following statement:—

Extent of this Inquiry.

313. Under the title we have selected, "Manufacture of Wearing Apparel," the following are the principal branches to be considered:—

1. Dress-makers and milliners, including mantle-makers.
2. Seamstresses, as shirt-makers, collar-makers, ladies' outfitters, stay-makers, skirt (crinoline) makers, neck-tie, belt, and brace-makers, tailors, hatters, cap-makers, bonnet-makers, boot and shoe makers, and gloves, &c. (See Mr. Lord's Report, pp. 68. 83.)

Number employed.

314. According to the Census returns for 1861, the number of milliners and dress-makers in England and Wales amounts to 286,298; whilst, according to the same authority, nearly 300,000 females find employment as seamstresses, shirt-makers, boot-makers, tailors, gloves, &c.; making a total of persons occupied in the manufacture of wearing apparel of nearly 600,000. (Mr. Lord, pp. 68 and 83.) To this large number must be added those employed in Ireland and Scotland, in both of which countries, and especially the former, these occupations have in late years been extensively developed. In Ireland, it appears from the Census returns, that the number of milliners and dress-makers amounts to 50,854, and the seamstresses to 61,771, the total thus being 112,625, to which a small number of other persons employed in needlework must be added. In Scotland there are 33,066 milliners and dress-makers, and 18,845 seamstresses, shirt-makers, &c., making a total of 51,911.

315. The following is the summary of these returns:—

	Milliners and Dress-makers.	Seamstresses, Shirt-makers, &c.	Total.
In the United Kingdom - -	870,218	880,116	760,334
" England and Wales - -	286,298	300,000	586,298
" Ireland - - - -	50,854	61,771	112,625
" Scotland - - - -	33,065	18,345	51,411

316. The following tables, extracted from the Census returns of 1861 for England and Wales, show the numbers and ages of females employed in the several departments of the manufacture of wearing apparel:—

ENGLAND AND WALES.

At different Periods of Age.	All Ages.	Under 24.	Under 18.
Straw hat and bonnet makers - -	16,488	4,542	1,470
Bonnet-makers - - - -	5,795	1,363	288
Cap-makers - - - -	4,827	1,497	404
Tailors - - - -	27,386	5,759	863
Milliners and dress-makers - -	286,298	62,877	5,769
Shirt-makers and seamstresses - -	76,015	10,791	2,614
Stay-makers - - - -	10,598	1,641	244
Glovers (maker) - - - -	22,371	6,022	2,679
Shoe-makers - - - -	113,007	18,892	2,646
Miscellaneous - - - -	4,733	1,359	345
	673,360	115,242	16,560

LONDON.

Tailors - - - -	12,877	2,379	362
Milliners and dress-makers - -	54,870	10,651	1,039
Seamstresses - - - -	28,074	4,139	613
Shoe-makers - - - -	22,608	1,948	298
Miscellaneous - - - -	9,302	1,546	408
	127,181	21,063	2,740

Limitation of this Inquiry.

317. The preceding estimates include all persons engaged in needlework, whether working for themselves or hired at wages by other persons standing in the relation of employers. But as the present inquiry concerns the question of legislative regulation of the hours of work and other details, our investigations have essentially been limited to females working for wages,—a restriction which will most importantly reduce the numbers concerned, although to what exact extent it is impossible, in the absence of the necessary data, to determine.

Division of the Inquiry.

318. A glance at the Reports of the Assistant Commissioners and the Evidence appended to them will suffice to indicate that in the several branches of the manufacture of wearing apparel there are none of those broad distinctions seen in other great departments of industry separating one from another; there are no such obvious divisions as those characterising the manufacture of cotton, of wool, or silk. On the contrary, many of these occupations are, so to speak, blended together; thus silk mercers and drapers often combine the business of milliners and dress-makers, especially in London; again, the business of bonnet-making is often a distinct branch, although milliners more or less are engaged in completing, though not in making bonnets; but what has more specially bound these various trades together, is the introduction of the "sewing machine," which is employed in a great variety of ways in the manufacture of wearing apparel, and which promises to introduce a complete revolution in every species of needlework. (Mr. Lord, p. C. 68; Mr. White, p. B. 12.)

319. But, although there is a difficulty in limiting the different branches of this manufacture, on carefully considering the features by which they are characterised, we have arrived at the conclusion that, for the purposes of this Commission, it will be advantageous to divide the manufacture of wearing apparel into two distinct classes. The first comprises the business of dress-makers, milliners, and mantle-makers; the second class includes the several occupations of seamstresses, shirt-makers, collar-makers, ladies' outfitters, glovers, tailors, shoe-makers, &c. In the case of dress-makers and milliners, the great distinction is, that as a rule the work is carried on in the premises of the employer by persons living in the establishment, and also by what are called "day workers," who, although working on the premises, are paid by the day, and who live at home. In the other great division the work is variously carried on; in many instances a larger or smaller number of workers are collected together in what are in reality factories. Thus Mr. White visited an army clothing factory, employing from 1,000 to 1,200 persons, nearly all females; in a boot factory he found nearly 1,300 hands, nearly half being children and young persons; and in several other establishments of the same kind from 50 up to several hundreds are employed, the tendency being to convert all these sewing trades into a wholesale manufacture (p. 11.) In other cases the work is given out by the manufacturer to small masters or mistresses, who employ a limited number of hands in their own houses; but in all these branches, with very limited exceptions, the workers are not boarded or lodged with the employer.

We propose, in the first instance, to consider the occupation of dress-makers and milliners.

PART I.—REPORT ON DRESS-MAKERS, MANTLE-MAKERS, AND MILLINERS.

PART I.
MILLINERS, &c.

320. In order to obtain full and satisfactory information the Assistant Commissioners have instituted very extensive inquiries in London; in the larger and smaller provincial towns; and in Ireland and Scotland. As might be anticipated, although the essential characters of the employment are uniform, the exact mode in which the business is carried on is somewhat modified in these different localities. The facts set forth in the reports and evidence will, however, we believe, be found to present a truthful exposition of these occupations as conducted at this time. Partly owing to the fact that the persons principally concerned are mostly young women, and partly in consequence of the peculiar relations existing in these branches between the employers and the employed, some difficulty was experienced in obtaining evidence; and from these circumstances it also has been deemed necessary in many cases to withhold the names of the witnesses. Speaking generally, however, it is due to the employers distinctly to state that they afforded every facility for prosecuting the inquiry; several gave most important evidence, and, in not a few instances, valuable suggestions for improving the existing system were made by the heads of large establishments.

I. AGE.—SEX.

321. Children under the age of 13 years are very rarely employed, even in the humbler establishments, as dress-makers and milliners, although to this there are some exceptions, as will appear below. In the case of apprentices the age is usually 14 or 15; and in fashionable houses at the West End it is rare to find any young persons under 17 or 18. But in regard to this last class, it must be explained that many girls who may have entered the business in the country at 14 or 15, at a later age come to the London houses to improve themselves. Where sewing machines are used, girls of 11 and 12 are occasionally employed as assistants to the machinists. In consequence of so many persons setting up in business for themselves, marrying, &c., comparatively few above 30 years of age are found in the regular establishments. (Mr. Lord, p. 69; Mr. White, p. 12.) From the table given above (p. 2), it would appear that in London, out of a total of 54,970 dress-makers and milliners, 1,039 were under 15 years of age, 10,651 under 20, and the remainder, 43,080 above 20 years of age. In England and Wales the number under 15 amounts to 5,759, under 20 to 62,877, and above 20 to 217,662. But these numbers include the whole class, whether employers or employed, and whether working for themselves, a most numerous body, or for wages.

322. It has already been explained that, with a few limited exceptions, none but females are employed in this business (Mr. Lord, p. 69).

II. HIRING AND WAGES.

323. It will be convenient to divide the persons employed in this occupation into two classes; 1. residents; 2. day workers.

1. *Residents.*

324. Milliners and dress-makers are usually apprenticed at about 14 years of age for two or three years, in some instances under regular indenture; in others there is no such document. It is not usual to insert any stipulation as to the limitation of hours, though those who have considered the point conceive that such a condition would be a great protection, and should be observed (White, p. 12). These in-door apprentices reside with and are boarded by their employers, and pay a premium varying from 20*l.* to 50*l.* A second class of inmates are called "improvers;" these are young persons who have already been some time in the business, usually as apprentices, and who come to London more especially for improvement for six months or a year; for this a large premium is often paid. There is still another class of inmates, consisting of paid assistants, who, in addition to board and lodging, receive salaries varying from 8*l.* to 16*l.* a year in ordinary establishments, and as much as from 30*l.* to 70*l.*, and more in some cases. These last payments particularly apply to the first and second hands only.

325. Thus it appears that of the residents in the houses of business two classes pay for instruction; and there is no doubt that this peculiar feature is one influential cause of that helpless condition which is so generally felt by these young persons, and which compels them, from fear of a heavy pecuniary sacrifice, to comply with the demands made on their labour, however severe these may be. The consequence is, that employers frequently, when there is extra work, place it on these residents rather than obtain additional day workers, whose labour of course would have to be remunerated (Mr. White, p. 12).

2. *Day Workers.*

326. The second class comprises those who are engaged and paid by the day; they reside and are boarded at home, except that tea is often provided by the employer. The wages vary very much according to skill, locality, &c. At the West End of London they receive from 8*s.* to 12*s.* a week; a few as much as 18*s.* to 20*s.* When paid by the piece their earnings are much higher. In provincial towns some day workers earn only 5*s.* 6*d.* to 6*s.*; others as much as 11*s.* and 12*s.* For extra work there is extra pay.

Machinists.

327. In late years the sewing machine has introduced a great change in this business, and promises to lead to more fundamental modifications, in fact to metamorphose the whole trade, more particularly the commoner kind of needlework. As in all similar cases, this substitution of machinery for hand labour has benefited the employed, superior skill and increased production being involved. "Machinists, as a rule, earn much more than hand workers." Middling hands earn from 14*s.* to 20*s.*, and some very good hands 35*s.*, working 12 hours a day, or more. In some cases the wages are much below the above (Mr. Lord, p. 70).

III. STATE OF THE PLACE OF WORK AND NATURE OF THE OCCUPATION.

328. It would be superfluous to enter fully into details to illustrate the nature of an occupation so familiar to all as needlework. But as in the course of this inquiry a large amount of valuable information has been obtained, and as there is at this time among all the principal houses of business a strong desire to improve the existing system, the evils of which are so generally recognized, we are anxious to explain what, according to our investigations, appear to be the special causes of the great bodily suffering and of that undermining of the general health so fully described in the medical and other evidence.

1. *Work Rooms.*

329. The testimony of a large number of competent witnesses shows, that although some improvements have been introduced, the condition of the work-rooms is on the whole most objectionable.

Thus Mr. Lord, observes:—

"The fact however remains, that too many work-rooms, particularly in 'private' houses, are, in the season, so overcrowded as to render useless any mere window-pane or chimney-valve apparatus."

in not a few ventilation is wholly disregarded; while in others it is so ineffectually carried out as to even, if not to justify, the very common practice of workpeople to block the ventilators up for fear of the tooth-ache and face-ache, which are certainly very common among that class. To persons unaccustomed to sedentary pursuits in crowded and ill-ventilated rooms, the dislike to 'fresh air' manifested by those who work under such conditions seems almost incredible; the explanation furnished by the superintendent of one of the Houses (No. 84), is no doubt the true one, namely, 'that working continuously in close rooms does render them very prone to catch cold, if there is the slightest draught.' (P. 78.)

330. In some, but what we hope are exceptional cases, these rooms appear to be in a most deplorable state; thus one witness says she "had seen the steam running in water down the walls when the gas was lit;" another says, that "the heat from the hot irons kept over the gas fires was very oppressive." At Southport, in a leading house of business "everything was dirty;" at Torquay, "the room was very small; they used to come upstairs in the evening quite beaten with the work, and go into hysterics from exhaustion and the heat of the gas." In Scotland it appears that rooms in the basement are often occupied for work, so that gas must be used to a much greater extent, and in some places during the winter all day. This is particularly the case at Dundee, where they are spoken of as "cellars" (pp. 13, 71, No. 43, p. 107, No. 40, p. 105, &c.) Instances of a similar kind were also met with in London, Cheltenham, and other parts of England (pp. 70, 123). The evils of such a state of things as is here described, are thus depicted by Dr. Sutherland, Commissioner for improving Barracks and Hospitals, after very comprehensive inquiries in England and other countries:—

"It is this putrefying air poison which occasions the close foul smell of unventilated inhabited rooms, especially sleeping-rooms. It saturates every wall and ceiling, and covers the furniture. It can be scraped off and examined. It is absorbed into the blood by respiration, and then it causes loss of vigour, trembling, blood disease, tuberculosis, and consumption, in many cases predisposition to fever, and to general nervous ill health. In such a state of the atmosphere little good work can be done, and of all the 'negligences and ignorances' which afflict the workers, this neglect of the state of work-rooms is the most costly to the employer."

"There is no escape from this law, or from its consequences." (P. 181.)

2. *Bed Rooms.*

331. It is almost needless to remark that the state of the bed-rooms has given rise for much comment; although, speaking generally, the Assistant Commissioner has satisfied himself by personal inspection, that the descriptions given by the girls themselves must be taken with some qualification (Lord, p. 71). It appears that the sleeping accommodation is better in the provinces than in London; and in the establishments of silk weavers and milliners who have shops, than in those of court milliners and dress-makers who live within the precincts of the fashionable world. Several painful instances of most objectionable arrangements are given by the witnesses. Thus Mrs. Cotton, for whose truthfulness her present employer vouched, says of a West End private house, "the bed-rooms were shocking; in the height of the season three sleep in a bed; one bed-room was so damp that the water would run down the walls: I had to leave that situation through ill health; the doctor said it would kill me to go on so: two of the girls died of consumption; my health will never be what it was" (No. 89, p. 105). In another "house notorious for long hours of work, the bed-rooms are very close and wretched" (No. 47, p. 107).

3. *Defective Ventilation and Over-crowding.*

332. Although the prolonged labour is the most obvious feature in this business, and is in itself a most serious evil, it is, we are satisfied, secondary to the mischief produced by the long-continued respiration of a deteriorated, foul, and heated atmosphere: no kind of bodily labour induces an exhaustion of the vital powers comparable to that resulting from the habitual breathing of air contaminated by the over-crowding of human beings. The continual complaints of fainting, head-ache, giddiness, &c., experienced by these young women, and especially the lung diseases to which they are prone, are the results, mainly, not of muscular exertion and fatigue, which induce another class of ill consequences, but of a poisoned atmosphere. The following case, among a multitude of others, will place this in a striking point of view:—

"With regard to the number of persons who can, without injury to their health be safely put into one work-room of a given size, I received some very useful information from Mr. Stuart, of the firm of Stuart, Taylor, and Co., wholesale milliners, Old Change; that gentleman stated that they had area enough for nearly 400 persons in their three work-rooms, but had found that when so many as 130 were in one, several fainted; they had therefore limited the number to 100, there being one or two more occasionally, and thereby raised the proportion of cubic feet per head from 208 to 264; since that regulation had been in force no fainting had occurred." (Mr. Lord, p. 72.)

Mr. Lord prefixes his account of ventilation by the following general remarks, to

which we are anxious to call the attention of employers, since they indicate, what is well known to all acquainted with the subject, that by suitable measures the existing defects are remediable.

"The work-rooms ordinarily used by milliners and dress-makers, whether in wholesale or retail trades, would be in most cases unobjectionable, were precautions taken to provide such ventilation as would ensure the escape of the foul air and the admission of fresh air without causing draughts. In many of the larger establishments of silk weavers and others of that class, contrivances for this purpose have been more or less successful, especially the invention of Mr. Watson, which, although applied in most cases to large rooms, such as those of Messrs. Shoofield, has been at Messrs. Howell and James' adopted with great benefit to ventilate a number of ordinary apartments, which open on to a common well staircase. This result is effected by having the chimney of the ventilator placed at the top of the staircase, which acts as a kind of shaft, communication between each room and the common staircase being maintained by means of a panel over the door moving on a horizontal pivot at the centre" (p. 70).*

It appears from a careful admeasurement of several work-rooms taken by the Assistant Commissioner that the cubic feet allowed varied from 80 to 156 per head; and in the bed-rooms from 178 to 252 cubic feet (p. 72).

333. Dr. Ord, in his report, gives some tables, from which it appears that in 34 work-rooms examined, the allowance was in 20 from 100 to 250 cubic feet; and in the other 14 from 250 to 500 cubic feet and upwards; in 37 bed-rooms a considerably larger space was allowed, as in 27 rooms out of 37 the space per head was from 300 cubic feet and upwards. Dr. Ord remarks that "in some of the large houses ventilation by special apparatus is carefully attended to; but in the commoner work-rooms ventilation is certainly disregarded; and it is not uncommonly found that ventilators, even when provided, are obstructed either wilfully or of neglect. For instance, in one room occupied by 20 persons, with 150 cubic feet for each, and with nine gas jets burning, I found that four ventilators were provided, but the two opening into the chimney were immovable, whilst one in the window was pasted over with a sheet of paper."†

4. Proper Allowance of Cubic Space.

334. The significance of the dimensions above mentioned will appear from these facts; that for sleeping-rooms, when properly ventilated, Dr. Sutherland says it has been found in the case of barracks used as sleeping rooms to be absolutely necessary to allow 600 cubic feet per head; whilst in sedentary occupations, such as dress-making, 500 cubic feet with active ventilation should be allowed. At the Pentonville Convict Prison, each cell measures 800 cubic feet and the air is renewed rapidly; even with regard to the crowded common lodging-houses of London, where it is so difficult to insure space, 300 cubic feet per head has been assumed by the medical officers of health as a minimum, although this allowance is made rather for what is practicable than desirable (No. 402, p. 181, No. 416, p. 191). No actual space is prescribed by the Poor Law Board; but we are informed that the architect invariably insists that the minimum allowance for each individual shall be in the dormitory 300 cubic feet, and in the sick wards 500 cubic feet.

5. Renewal of Air necessary.

335. It is not only necessary that there should be an absolutely large cubic space per head, but, as it is now universally recognized, a means for its rapid and constant renewal, owing to the active deterioration caused by respiration.‡ As to the exact amount of this deterioration, and the quantity of carbonic acid and other poisonous exhalations generated in a given time, wherever human beings are aggregated together, it

* The apparatus of Mr. Watson is described in a subsequent section.

† Sixth Report of the Medical Officer of the Privy Council, p. 367.

‡ In consideration of the supreme importance of this subject the following facts are submitted, illustrative of the great activity of the lungs, and the consequent atmospheric deterioration. At every time the heart beats, it sends at least 2 ounces of impure blood into the lungs to be there purified; the heart beats 72 times in a minute, so that 144 ounces of blood are propelled through the lungs in that period of time; 562 lbs. in one hour, and 13,488 lbs., or about 34 hogsheds, in 24 hours. The quantity of air expired is proportionally great, for at each inspiration about 20 cubic inches enter the lungs; and as there are about 20 inspirations in a minute, 400 cubic inches of air enter in that time, nearly 14 cubic feet per hour, or about 35 hogsheds per diem.

In illustration of the same point, Dr. Sutherland says, that when the carbonic acid generated by respiration, added to the other noxious products generated by that process, amounts to half per cent. of the total mass of the air, it produces mischief, adding, that as an alkali gives off, by the process of respiration alone, that it, independent of the cutaneous action, nearly a cubic foot of carbonic acid per hour, in an unventilated room, allowing 300 cubic feet for each inmate, this dangerous state of the atmosphere would be produced in $\frac{1}{2}$ hour (p. 181). According to other and recent observations, 50 volumes of carbonic acid per 1,000 produces fatal results; whilst 15 to 20 volumes per 1,000 produces severe headache.—Manual of Practical Hygiene, by Dr. Parke, p. 87.

is necessary to state that only general or approximate estimates can be given, as, independently of the errors which are liable to occur in all such delicate experiments, the extent of atmospheric contamination by respiration is subject to great variation according to the age, the sex, the relative purity of the respired air, &c. In the Appendix will be found some valuable observations of Dr. Sutherland on the "Principles of Room Ventilation," to which we beg to refer (p. 181). According to the recent researches instituted by General Morin for the French Government, relative to the ventilation of the public buildings of Paris, it was determined that in barracks 2,120 cubic feet of air should be supplied per head per hour by night, and 1,060 cubic feet by day, and in the hospitals even a larger quantity; the best mode for effecting this renewal will be considered in a subsequent section.

6. *Floating Corpuscles in the Air of Work-rooms.*

336. Exact and extended observation, joined with direct experiments, have in late years revealed, in regard to health, a source of mischief in a great number of industrial callings previously not suspected. We refer to the existence, in the atmosphere of work-rooms and shops, of minute particles, consisting of dust, shreds, and other like objects, but also including much more deleterious agents, consisting of the effete or cast-off organic materials of the system, microscopic in character, but recognized by the best observers as a powerful means of inducing disease through the medium of respiration. With the exception of some well-known instances, as those of the Sheffield grinders, potters, miners, and others, there is, we conceive, no occupation in which this cause of mischief is more likely to operate injuriously than in the work-rooms of dress-makers and milliners, overcrowded as they usually are, unventilated, and abounding in floating particles.† At present the subject has not, in regard to needlework, attracted the attention it demands, but there can be no doubt that a large amount of the lung diseases so prevalent among needlewomen is directly dependent upon the excess of these floating particles, acting, some as mere mechanical irritants in the air passages, but others, being absorbed into the system, operating most actively as organic poisons. This being so, it is satisfactory to know, that by proper medical superintendence and advice, this great evil may be greatly reduced, inasmuch as by means of efficient ventilation these noxious particles may be drawn off and removed.

7. *Injurious Effects of Gaslight.*

337. Next to overcrowding, the prolonged use of gas, in those establishments where the work goes on through a large portion of the night, exerts a most deleterious influence on health, and this in three ways—1. By the rapid deterioration, or poisoning of the air. We are indebted to Dr. Letheby, professor of chemistry, and medical officer of health of the city of London, for some valuable observations, the results of his own experiments, showing the amount of aerial vitiation by various illuminating agents, and from which it appears that a common gaslight giving the light of 12 standard sperm candles, vitiates 30·2 cubic feet of air per hour, consuming 3·30 cubic feet of oxygen, and producing 2·01 cubic feet of carbonic acid (p. 184).

338. 2. By the excessive heat induced. Among the distressing results of all this prolonged labour, the most urgent complaints are made of the high temperature of the work-room, arising especially from the extended use of gas. This, as a general fact, is universally recognized; but the amount of the mischief is not so well known, and therefore we may state that, according to Dr. Letheby, one common gaslight will in one hour raise the temperature of nearly 700 cubic feet from the ordinary temperature of 60° to the uncomfortable temperature of 80° (p. 184).

339. 3. By the glare and flickering motion. As the question of the influence of prolonged needlework upon vision has attracted great attention, we have obtained, through the

* Quoted in Statistical, Sanitary, and Medical Reports of Army Medical Department for 1861, p. 312.

† Upon this important subject many valuable researches have been recently made in this country, and on the continent. By means of the contrivance called an "aspirator," the air of any apartment can be drawn off, and, as it were, filtered by being carried through water; and if to this be added a solution of the permanganate of potash, the presence of organic matter is made manifest to the eye, whilst the microscope reveals a multitude of atoms of various kinds. In his valuable Report for 1862, Dr. Parson, Professor of Hygiene in the Army Medical School, observes: "It is remarkable what quantities of substances are thus shown to be floating in the air, even in well-ventilated wards; bits of wool, cotton, particles of hair, and epithelium from the skin are the most common." (Statistical Reports of the Army Medical Department, 1861, p. 308.) In this volume (p. 389) will be found a most instructive paper on this subject, with microscopical drawings by Messrs. Hewlett, Stanley, and Reed, staff assistant-surgeons. Dr. Greenhow has also pointed to the mischief caused by the dust, &c., in various trades, as producing bronchial irritation and lung disease. (Third Report of Medical Officer of Privy Council, p. 102.)

kindness of several of the most distinguished ophthalmic practitioners of London and the provinces, a large body of valuable evidence, to which we beg to call special attention (p. 184 to p. 194). The concurrent testimony of these gentlemen shows, that whereas within moderate limits needlework is not injurious, the work, when prolonged, and especially by gaslight, is one of the most powerful and general causes producing impaired vision, by exhausting the accommodative power of the eye, by overstimulating the retina, by inducing inflammation of the more important internal parts of the organ, &c. The largest amount of the evil is, however, experienced among the lower class of dress-makers and seamstresses, whose physical condition is often most depressed (p. 77). The mischief may be and is induced by the simple prolongation of the work, exhausting the powers of the retina and at length leading to permanent defects of sight. But the evil is greatly aggravated by the flickering unsteady motion of the gaslight, and also by the deficiency of the blue ray. Upon this point the medical evidence is very precise. Thus Mr. White Cooper, surgeon oculist to the Queen, remarks, "Gaslight is worse than daylight; the injury to the eye arises partly from the flickering or unsteady motion of the flame, and partly because the gas is deficient in blue rays; it is, in fact, too red, and therefore too exciting to the eyes" (p. 185).* Mr. Holthouse, surgeon to the Westminster Hospital and the Surrey Ophthalmic Hospital, gives similar evidence as to the injurious results of gaslight, especially in working on dark colours or black materials (p. 184). Mr. Hunt, surgeon to the Manchester Eye Hospital, says, "Fine needlework of itself is not injurious, but becomes so when too long continued, particularly at untimely hours by gas, lamp, or candle light, and in close and heated apartments" (p. 194). Mr. Lawson, assistant surgeon to the Royal Ophthalmic Hospital, Moorfields, gives a very careful description of these injurious effects. "The bright yellow glare of a room so lighted by gas that fine work may be conducted, acts as an irritant to the eye, and speedily induces fatigue;" the eyes become congested, and the flickering motion tires the accommodative power of the eyes, so that the worker is obliged to rest the organ from time to time in order to recruit the exhausted power (p. 186).†

340. The result of all this is that the eyes become most seriously affected; and, although in most cases the mischief is checked or removed by rest of the organ, the sight is sometimes irretrievably lost, of which Mr. White Cooper and Mr. Lawson mention instances (pp. 185, 186).

IV. MEAL TIMES. HOLIDAYS.

Food.

341. Many of the young persons complain that the food is often coarse and unsuitable; and, in a more limited number of instances, insufficient in quantity. But a good deal of this may arise from the want of appetite and debility, induced by long hours and a contaminated atmosphere; and we believe it is the fact that, as a general rule, the quality of the food, though plain and sometimes not very suitable to delicate stomachs, is good, and the quantity sufficient (Mr. White, p. 15; Mr. Lord, p. 73). But there are many exceptions; and we would upon this point call attention to the valuable statement

* Although not connected with the present subject, it may be useful to direct attention to the observations of Mr. White Cooper on the prevention of ophthalmia in public institutions, a subject which has lately attracted much notice in consequence of the prevalence of this complaint in some pauper schools. The only efficient mode of guarding the inmates from infection is perfect isolation, so far as the eye is concerned; when, as in the ordinary system, the children are allowed to wash in common, the disease is most difficult to eradicate; for, as Mr. Cooper remarks, it may be communicated by using the same towel, or by washing in the same basin. In the Appendix (p. 185) will be found a description of a simple, but efficient, method for isolation and prevention of infection devised by Sir William Wilde, of which we append a figure. An excellent arrangement has also for several years been in operation at the Royal Naval School, Greenwich, with 800 boys, by which each boy washes separately and has his own towel. Formerly, great trouble was caused owing to the prevalence of ophthalmia; but since the plan was adopted, some 20 years ago, the spread of the disease has been entirely prevented. (Report on Metropolitan Workhouses, by Dr. Arthur Farrer and Mr. Grawinger, 1850, p. 21.) We have ascertained, by recent inquiry, that the method continues to be entirely successful.

† Mr. Lawson some time since called the attention of the public to the danger arising from the explosion of cheap and bad percussion-caps; and in his evidence he mentions several cases where the eye was lost by this cause. Mr. Lawson also stated that he had known similar results from the sparks flying off in the manufacture of steam boilers, which is the more to be regretted, as he suggested a preventive, in the shape of a mask to be worn by the workmen; a plan, however, to which the employer made an objection.



Witness
J. W. Smith.
Plat 1.
Millinery, &c.

of Mr. Radcliffe, illustrating the injurious influences exerted upon health by the bad and unsuitable food supplied in some establishments, and by the hurried, hasty meals (p. 159). It is proper to add that when the work is carried on longer than usual, extra meals, tea, coffee, &c., are often, though not always allowed, and that in some establishments the principals are careful to provide superior food and even delicacies. On the whole, Mr. White concludes that in the great majority of cases the employers are anxious to do all in their power to promote the comfort of the young women (p. 15). The poorer class of needlewomen, it is notorious, are unable, owing to their miserable wages, to obtain proper food; thus, according to Dr. E. Smith, needlewomen form the lowest-fed class in all the trades he investigated.*

Meal Times.

342. But, whatever may be thought of the food, there is no doubt that, as a rule, the time allowed for meals is altogether insufficient, and much less than in any other large industrial calling. Several witnesses describe dinner as a mere scramble, about 10 minutes being devoted to it (No. 38, p. 104; No. 39, p. 105; No. 94, p. 123). To this of course there are many exceptions; thus in one establishment 20 minutes is allowed for dinner (No. 60, p. 111). In another instance half an hour is the time (No. 73, p. 114). Another lady has her meals with her assistants, so that they may be made comfortable (No. 25, p. 101). Mr. White states that from a quarter of an hour to half an hour are allowed, adding, that there seems to be no fixed amount of time for meals (p. 15). Mr. Lord says that in the season too short a time is allowed for dinner, and many examples are given of this in the evidence (p. 73). Mr. Longe reports as to the towns visited by him, that there is very little regularity as to meal times, 20 minutes or half an hour for dinner and 20 minutes for tea being allowed (p. 2). In contrast with this most insufficient allowance in an occupation, where, as the labour is so excessive, longer intervals of rest are demanded, it may be proper to mention that in the great departments placed under the regulations of the Factory Act, in which the hours of work are for women and young persons limited to 12, 1½ hours out of them are secured for meals.

Holidays.

343. It is customary for all in-door workers to have a holiday of two or three weeks after the busy season. In some few places, as at Manchester, the half-holiday on Saturday is granted (White, p. 15).

V. HOURS OF WORK.

344. It is satisfactory that we are able to state that, although this business is still unfortunately too much distinguished from other occupations by excessive hours of work, there has been some improvement throughout the country since the inquiry of our predecessors in 1841-42, especially among dress-makers and milliners in provincial towns and in the wholesale city houses. Upon this point we would refer to the evidence of Miss Newton, who, from being the manager of the Association for the Aid and Benefit of Dress-makers and Milliners, has had great experience (p. 121, No. 87).

Fashionable Season.

345. It is familiarly known that in this business, and in the fashionable houses of London especially, there is, during the three or four months constituting "the season," an immense demand on the resources of the establishment; in fact the larger part of the business of the year is compressed into these few months; and it is this peculiar feature which, according to the experience of all familiar with the facts of the case, creates a large part of the evil, and which has always been regarded as the great obstacle to improvement. The general allegation of the employers is, that in the season they have a sudden influx of orders, which they must either execute at whatever cost of labour and suffering, or lose their customers; that it is very difficult or impossible to procure in these emergencies skilful and efficient extra hands, for it is alleged these do not exist; that consequently they are obliged to keep up a very expensive establishment all the year round, so that they may be sure of retaining superior workwomen, who alone in fashionable houses have the necessary skill; and that, however much they may regret the evils resulting from these inordinate demands, which are for the most part fully admitted, they have no effectual means for rectifying the mischief.

* Sixth Report of Medical Officer of the Privy Council, p. 223.

Short Notice.

348. An additional, and by no means an unimportant cause of the long hours, is the short notice so often given by ladies for the execution of their orders. The fact is established by a large mass of evidence, though, for obvious reasons, there is a great disinclination among employers to allow their names to be attached to such statements. Upon this point Mr. Lord speaks positively, and then observes:—

"Many of such cases, no doubt, are attributable to want of thought rather than want of feeling; many to pure ignorance; but the titled lady, who sent three times before morning service on Sunday for a dinner dress, must have had a limited wardrobe, and not much regard for the observance of the day of rest" (p. 89).

Long Credit.

347. It is also alleged by many employers that the long credit often demanded and given in this business adds to the evil by crippling the means of the principals, thus compelling them to exact more labour from their assistants, so as to economize their expenditure; but upon this point, as may well be supposed, the parties most interested are unwilling to disclose their names as complainants. After noticing this, Mr. Lord adduces the evidence of Miss Bramwell, whose statement is valuable, as she is the superintendent of "the Home," Great Marlborough Street, where 70 young women reside, who are almost all employed as saleswomen in shops, or as milliners and dress-makers in fashionable West End establishments:—

"One witness, however, has no such motive. Miss Bramwell holds a very peculiar position, which makes her independent alike of employers and customers, and at the same time affords peculiar facilities for communications of a confidential nature both from the girls and their mistresses. To the evidence of this lady I must refer you for confirmation of my previous remarks. She thus concludes her observations on this subject:—'I know that one lady of title has owed her general dress-maker—not her court and fashionable dress-maker—70*l.* for three years, and actually has not given her a single order for the whole of last year. They often have not money enough to pay their quarter's rent, or even the day workers at the week's end, though hundreds of pounds are owed them.'" (No. 82, p. 118.)

Want of System.

348. Those acquainted with the details of this business allege, and with justice, that a chief cause of the long hours is the want of proper arrangements and management. Sometimes the forewoman is at fault; sometimes the principal; frequently the young persons themselves, "who dawdle away their time in the morning," make mistakes, &c. (p. 81).

In-door Hands.

349. The very extended evidence in the Appendix demonstrates that, speaking generally, the hours of work during the fashionable season are still often excessive, though there is a vast difference in many of these establishments:—

"It is in the West End of London, and for the most part in the private establishments of fashionable dress-makers there, and not at the houses of silk mercers who have a dress-making department, however fashionable their connexion, that oppressive hours of work are still the rule for the three or four months between March and July, of which the London season consists.

"The evidence which I have taken upon this point, and which is considerably more than that which I lay before you, bulky as that is, has fully satisfied me that the usual hours in such private houses during that period are at least 14 and more commonly 15 a-day, from 8 a.m. to 11 p.m., while many work longer than even that. In the week before a drawing-room, of which there are three or four in a season, these are exceeded constantly to the extent of two and three hours for several nights, and on the day and night immediately preceding the drawing-room it is a common thing to work for 20 hours, and not infrequently the whole night through" (Mr. Lord, p. 74).

350. In individual instances these hours, long as they are, have often been exceeded; thus one young person occasionally worked from 8 a.m. to 3 the next morning, "night after night for weeks together." Another witness says, "we were always up by 6 a.m., and never in bed before 12, from April to the end of June; and often we were later." "The girls in the house worked till 4 a.m. for three nights, and till 3 a.m. on one night;" this was before a drawing-room (p. 74).

351. In many of the provincial towns the evil of long hours seems to be as great as in London. Thus in one establishment in Cheltenham, Mr. Lord says, they worked from 8.30 a.m. to 11 p.m. for five weeks every night except Saturday; in Exeter one girl worked from 8 a.m. to 11 p.m., sometimes to 1 and 2 p.m.; in Bath twice or three times a week from 8 a.m. to 11 p.m.; at Southport from 8 a.m. to midnight for a month (p. 74). Mr. White also reports of the different towns he visited that "the usual hours for in-door workers to begin is 8 a.m. or soon after; in some they habitually work

"till 11 p.m., in others only in the season; but the work is occasionally continued "much longer." In one house at Manchester they worked regularly for five or six months in the summer from 8 a.m., and often from 5 or 6, till 12 p.m., sometimes till 1, 2, and 3 a.m., and three times all night. At Edinburgh one employer states her hours to be for the greater part of the year from 8 a.m. till 11 p.m.; in another house they worked regularly for three weeks till 3 a.m. (p. 14). From a document presented by Mr. R. Denholme it appears that in one of the first-class millinery and dress-making houses in Edinburgh, which it is said is a fair sample, the young persons were employed more than 22 hours per week longer than what females are allowed by law to work in factories (p. 38, No. 73). In Glasgow, according to the statement of Mr. James Belford, secretary to the "Glasgow Milliners and Dress-makers Association," the in-door bands begin at 8 a.m., or often in the season at 7 a.m., and for half the year go on to 11 p.m., frequently till 12; in the dull season they leave off at 9 p.m. (p. 42, No. 94). In Ireland it is stated that generally the hours are far more moderate (p. 14, p. 51, Nos. 148, 149).

352. It also appears that in the case of most silk mercers and drapers in London, who have added to their ordinary business the manufacture of dresses and millinery, even in the height of the season, they rarely exceed 12 hours (p. 75).

Day Workers.

353. As a general rule, the assistants who work by the day have moderate, stated hours; they also have usually an hour for dinner; but to both of these statements there are many exceptions, so that at times of pressure they go on till midnight, or even later. In one large mourning establishment the day-workers, according to Miss Bramwell, the manager of "the Home" in Great Marlborough Street, work from 8 or 9 a.m. till 11 p.m. all the year round. The superintendent of another Home, where 60 young women reside, says the hours do not usually exceed 12; but to this there are exceptions. Mrs. Chevallier, the superintendent of the Home, Great Ormond Street, says that at the West End, especially on occasion of weddings, mourning, &c., the hours are sometimes very late (pp. 14, 74, 118, Nos. 82, 83, 84).

354. The hours of work, as might be expected from what is explained above, are for all classes much more moderate out of the fashionable season, at which period many employers, anxious for the health of the young persons, grant a holiday for some considerable time. It is, however, to be regretted that in not a few establishments "the hours are 14 for nearly the whole year round, and some frequently work in the "autumn and winter 15 and 16 hours a day" (p. 74).

355. In the Appendix will be found many details as to the hours in some of the more peculiar branches of the business, as mantle-makers, wholesale milliners, &c. (p. 75).

VI. EFFECT OF EMPLOYMENT ON PHYSICAL CONDITION.

356. In a preceding section we have described the influence of the prolonged hours of work, and especially of gaslight, on vision. We have in this place to refer to the effects produced on the general health, upon which subject a large amount of medical and other evidence will be found in the Appendix.

357. The evils of these prolonged hours are, it is familiarly known, greatly exasperated by the sedentary nature of the occupation, and even by the constrained, stooping position assumed for so long a period consecutively, by which all the functions of life are impeded, and particularly the respiration, as late researches in the somewhat analogous instance of the tailors have shown.^a The most painful results are thus occasionally induced; and even the simple act of long standing may cause much suffering, of which the following is an instance:—

"As for standing, some there have stood day after day for weeks at trimming the trains or bell dresses till they got very ill; their legs swelled and their feet blistered. I have myself stood for three whole days. I was not so bad as they were, but my feet were badly blistered and my legs swollen too." (P. 107.)

358. There is no subject upon which there is a more general accordance among medical practitioners than that, as a class, needle-women suffer most seriously in their health, and especially from consumption and other pulmonary complaints, derangement of the digestive organs, of the uterus, &c. It is, however, necessary to explain that, although all are liable to and more or less do suffer from this sedentary occupation, the women

^a Sixth Report of the Medical Officer of Privy Council. Dr. Smith (p. 418) remarks that the sitting posture assumed by tailors for so long a period each day greatly impedes the breathing, which is indeed, in this class, reduced almost to a minimum.

engaged in the commoner sort of work, seamstresses, shirt-makers, &c., are those who principally fall under medical observation in dispensaries and hospitals. The higher class of dress-makers and milliners suffer less, partly on account of their superior condition as to food and lodging, and partly because a large proportion among them come to the fashionable establishments only for a limited time, and then either set up for themselves in business, or return to the country.

339. Although this question has attracted considerable attention, accurate and comprehensive statistics, showing the exact influence of employment on sickness and mortality, are at present, so far as regards females, still wanting. In the absence of this more precise information, in addition to the inquiries of the Assistant Commissioners, we have availed ourselves of the valuable statements of several medical practitioners, as well as of the views of those who have given the subject more especial attention. In order to prevent repetition, we propose to consider in this place the question of health as concerns all who are engaged in the manufacture of wearing apparel, whether dress-makers, milliners, or ordinary needle-women.

The following extract from Mr. Lord's report presents, we are satisfied, a correct general view of the whole subject:—

"But it is not the weakly ones alone that fall victims to the conditions, whether of late hours or of unhealthy apartments, under which this business exists. The poor girl at Ryde 'who was quite 'observed there for her good looks and health,' dying of consumption after a year in London (No. 141); the two who had been very well in Plymouth, utterly broken down by one season at the West End (Nos. 136); the painful itamtion throughout this evidence, 'my health has suffered; my constitution has been very much impaired; very many suffer; I was myself very strong; leave no room for doubt. 'They are continually ailing; their appetite falls with long sitting in close rooms; coughs and face-aches are very general, and head-aches too; they often faint at their work; it is so usual that 'no particular notice is taken.' (No. 40.) 'I do assure you it was quite sad,' says a day-worker, speaking of the residents where she worked last season, 'to look at their pale faces, and see them walk quite crippled with swelled feet by standing so long at the trains. The servants are 'far healthier than the young ladies in that house.' (No. 42.) 'No doubt,' remarks a very sensible first hand in one of the most fashionable houses in the West End, 'needlework does affect you in 'the course of years. It is not so much that dress-makers get really ill, but they become gradually, 'almost imperceptibly, weaker. A little thing soon knocks them down.' (No. 13.) In that last sentence the whole effect of their work upon their health is briefly epitomized" (p. 77).

360. Mr. Simon, the medical officer of health of the Privy Council, in his last report for 1863 (p. 23), as the result of extended investigations has arrived at this general conclusion as to in-door labour; "that in proportion as the people of a district are "attracted to any collective in-door occupation, in such proportion, other things being "equal, the district death rate by lung diseases will be increased."

361. The interesting inquiry with which we have been favoured by Mr. Radcliffe, honorary secretary of the Epidemiological Society, affords the best illustration of this principle. This gentleman found by personal inquiry, that among 20 young women employed in the higher class of West End houses of business, who considered themselves to be quite well, in only one case could the health be called good; in all "the "remaining instances, the health was more or less disordered" (Appendix, p. 188).

362. Mr. Flintoff, surgeon to the Association for the Aid and Benefit of dress-makers and milliners, who has thus had the most favourable opportunity for observation, says:—

"My experience during the many years that I have been connected with the dress-makers' and milliners' institution, as medical attendant, is, that owing to the long continuous sedentary employment that the young women are subjected to in the West End houses of business, chest complaints generally prevail, also defective action of the liver, and dyspepsia; hence, in many instances, they are not able to take sufficient to sustain the vital functions properly. From the long and continuous straining of the eyes during working hours they become bloodshot, frequent head-ache is induced, and from the diversion of the proper nervous action to the nerves of the stomach and liver, the maladies before mentioned are brought on" (p. 187).

363. In the Appendix will be found an interesting statement of Dr. Letheby, who has during nine years classified every death in the city of London according to age, sex, and occupation. So far as the available data extend, it would appear that among the needle-women in the city, but who as a body belong to the humbler class of seamstresses, there is an excessive mortality, and especially from consumption and continued fever (p. 183).

Several distressing instances of death from consumption are mentioned by the witnesses. Thus Mrs. Cotton, who had been a first hand at a West End private house, where they worked 18 hours a day, says two of the girls there died of consumption (p. 105). The superintendent of a Home says that in less than two years three of their inmates died of consumption (p. 120).

364. The general conclusion arrived at by Dr. Ord in his inquiry is that "according "to the evidence of persons qualified to form an opinion, dress-makers undergo a slow

"but well marked physical deterioration, which appears for the most part to be due to the length of the hours of work, the impure atmosphere of work-rooms; and, in the case of many of the day-workers, a deficiency of food."

Dr. Lankester, one of the coroners for Middlesex and medical officer of health for St. James' Westminster, in whose district therefore so many of the principal of these establishments are situated, and who has carefully considered the question of the public health, says, "there is no better established fact in the history of the causes of disease than that phthisis is produced from want of fresh air." "It is popularly attributed to cold; hence the very efforts that are made to keep it off are those which produce it." "The sailor, the butcher, the labourer who work in the open air are least exposed to it; whilst the shopkeeper, the milliner, the tailor, and those engaged in sedentary occupations are liable to it."

365. The medical evidence shows the same evil results in the large provincial towns. Thus Dr. Falconer, physician to the United and General hospitals, Bath, remarks that milliners and dress-makers, coming as patients, were "in a languid, sapless condition; were 'anæmic,' and that among them consumption, if not caused by the occupation, 'was at all events brought by it into activity' (p. 193). Mr. Cottle as to Cheltenham, "considers that milliners and dress-makers suffer from dyspepsia and chlorosis, as a 'class, more than other young women, attributable in a great degree to want of exercise and bad air' (p. 192).

366. As to the influence of the sewing machine upon the health of the operatives as compared with other needlework, the evidence upon the whole is favourable. This is the conclusion of Dr. Ord, Dr. Tripe, and of Mr. Lord. The last-mentioned gentleman states, however, that in addition to the fatigue, the eyes in some particular kind of work suffered (p. 170). In his report Mr. White also says "it is the general opinion that the 'use of the sewing machine is more favourable to health than that of the needle, on account both of the position being less stooping, and also of the greater variety and 'exercise.' Mr. White adds, that after inquiry on the point of medical men, as well as of workers, he did not find any special effect attributable to the machine beyond fatigue (p. 16, p. 90). We shall have occasion to call special attention to the sewing machine, in describing the second class of needle-women, by whom this machine is very extensively employed.

VII. ON THE LATE HOUR SYSTEM, AND OPINION OF EMPLOYERS.

1. *The Fashionable Season.*

367. We have explained in the section of the hours of work, the peculiar feature of this business, which, according to all concurrent testimony, is, in the metropolis especially, and in a less degree in many of the provincial towns, the main cause alleged for the excessive and prolonged labour; we refer to the "fashionable season" and its consequences.

Another great source of pressure, and of more general operation, proceeds from sudden and large orders in the case of mourning, wedding, &c. That as this business is at present carried on, this influx of orders causes great demands on the resources of the establishment, may be true enough, but there is ample testimony from the principals of many large and fashionable houses of business to show that by carefully considered arrangements, and by a good system, the necessity of long and exhausting hours may be obviated. The pressure and inconvenience caused by a sudden accumulation of orders is moreover by no means confined to dress-makers and milliners; it is very common in other trades from shipping orders and other disturbing incidents, and yet even here, where frequently great mercantile transactions are involved, the moderate hours of the Factory Acts are found in practice to be perfectly compatible with the most active and successful industries.

2. *Regularity of the Season.*

368. It is also important to call attention to the fact, that although there is this unequal demand at different periods of the year, the exact time when the pressure will arise is known beforehand; it recurs with great regularity every season, and consequently could by suitable means be more easily provided for than in many other trades where the fluctuations are uncertain and cannot be foreseen. In the case of mourning and wedding orders, there may be more irregular demands; but in the former, it is well

* Sixth Report of Medical Officer of Privy Council, p. 871.

† Seventh Annual Report of Medical Officer of Health, St. James's, Westminster, p. 16.

known the houses most extensively employed devote themselves to that branch of the business exclusively, and are consequently better prepared for these emergencies.

3. *Late Hours unprofitable.*

369. The evidence of many principals, with which we have been favoured, and of many first hands or superintendents, distinctly proves that these long hours are not profitable even to the employer. Thus Mr. Lord observes,—

"The disadvantages of late hours is very generally recognized. 'My own experience,' says E. Thorne, 'is, that if young ladies work too late, they are quite fatigued and useless the next morning. It is to the interest of all to have the hours of labour as short as is consistent with the people carrying on of business.' This witness considers that work from 8 a.m. to 10 p.m., with two hours for meals, would be a reasonable limit, 'for 12 hours of work are quite enough.' (No. 23.)

"Madame Thorne also remarks, 'I am quite sure nothing is gained by sitting up late at night. One hour in the morning is worth three at night.' (P. 32.)

"A similar opinion is expressed by Mr. Harrison with reference to the wholesale trade; and this is the more worthy of remark, seeing that, although the majority of the City workers, being paid by the piece, may work harder than those at the West End, while they are about it, they are, on the other hand, a much stronger rougher class of girls, accustomed to hard work, and with the advantage of the air and exercise obtained in going to and from their place of work. 'Last spring, when we were very much pressed for a short time, they staid till 11 p.m. for four or five nights in succession; but the girls could not stand it; many did not come in till about 12 the next morning; and we found that they earned more by the work they did in the regular hours, than when they were kept later; in other words, that they did a greater amount of remunerative work for us and for themselves between 9 a.m. and 8 p.m., than if they worked three hours later' (No. 129). Several of the wholesale manufacturers in Manchester are of the same opinion, and express themselves decidedly in favour of legislative restrictions" (p. 79.)

4. *Late Hours unnecessary.*

370. Upon this point, as might be anticipated, there is among employers great difference of opinion; but a review of the evidence collected by the Assistant Commissioners distinctly proves that a great change has taken place on this subject since the inquiry of 1841-42, many of the principals of the most fashionable establishments having given their testimony in favour of more moderate hours. Thus,—

"Mr. Lovell, who has given this matter much consideration, and was a witness before the Committee of the House of Lords in 1855, is convinced that the most fashionable houses could do their work in the season between 9 a.m. and 10 p.m., and at other times between 9 and 8. Of the same opinion is another witness, whose business is of the highest class, M. Einstein (Davy's)" (p. 79, p. 98).

In another leading establishment, Mrs. Murray's, it is said, they find that in the summer, or fashionable season, 13 hours or less suffice, and in the winter and spring months from 9 a.m. to 8 p.m. (p. 98).

Upon this evidence Mr. Lord remarks, that with the examples of establishments of such high repute, where work beyond 13 hours or 13½ hours is said to be very rare, it may fairly be assumed that longer hours than these can be avoided by others (p. 79).

Mr. White also, as the result of his inquiries in various parts of the United Kingdom, concludes that an unreasonable number of hours is not inseparable from the nature of the work, and that the business can be conducted prosperously for the employer, and yet within limits beneficial to the workers (p. 17).

5. *Opinions of the Employers on the Necessity of Legislative Measures.*

371. Upon this all-important question we beg to refer to the extended evidence contained in the Appendix. We have already expressed our opinion, that some amelioration of the system has been effected since the inquiry of 1841-42. The efforts made by several associations both in London and other towns, as Manchester, Glasgow, &c., by forcibly calling public attention to the evils of the system, and by enabling employers to obtain on emergencies extra assistants, have also effected much good. But the details of the evidence plainly evince that, notwithstanding these praiseworthy and benevolent exertions, all voluntary efforts have failed, and that the hours of work are, speaking generally, still excessive, and to the last degree injurious to the health and welfare of the many thousands of young persons engaged in this business. It is perfectly true, and to the high credit of many large employers, that they have conscientiously and successfully exerted themselves to keep moderate hours, even at what seemed to be a pecuniary sacrifice; and we are satisfied, from the information we have received, that

* In 1861 the Glasgow Milliners' and Dressmakers' Association was established under favourable circumstances, with the patronage of several ladies and persons of rank and influence; but already it is crippled by want of support, and the office has been given up (p. 32).

a larger number would most gladly follow the example, if they could be assured that the limitation of hours could be made general, so that they should not suffer loss from unscrupulous competitors. The testimony to this effect is influential and precise.

372. Thus M. Einstein, whose business is of the highest class, (Madame Dévy, Grosvenor Street,) says:—

"About 70 persons work here in the season, nearly 40 of whom are then residents in the house. My opinion is that if the hours of work for dress-makers were limited to those between 9 a.m. and 9, or perhaps 10 p.m., it would be a very good thing for the girls themselves, and would not be inconvenient in any serious degree to their employers. They would only have to engage more hands for the season. With regard to our own establishment I am quite sure that we should not suffer from such a regulation; the only thing needed is that it should be quite general; that all should be equally restrained. But that cannot be ensured by any mere moral pressure or social influence. Government must do it if it is to be effectual. I should be glad of it, personally speaking, and should be very ready to submit to it, for I cannot see why young ladies should have to work the hours that men will not, and indeed cannot, endure" (p. 99).

373. Madame Thomel, Regent Street, says, "If you want to do any good in stopping long hours of work, you must make it a rule for us, and make us observe it by Act of Parliament; there is no other way" (p. 99).

Upon the need of legislation, and the advantage of it, Mr. Lord adduces the remarks of Madame Jacobi, who says:—

"As it is, if I refuse a lady, she goes to my neighbour, who takes her order; so I cannot refuse without displeasing her, and perhaps may lose her custom, because she thinks me disobligeant. But if every one were the same,—if all were equally prevented by the law from working more than what I have said,—we should be all alike; and the ladies, when they know that it is necessary, would give us a little more time: their orders would be executed quite as quickly as now. If there were a law, then the young ladies might complain to some one, if they were overworked, and a Commissioner would come to see about it. Now there is nothing to be done at all" (p. 100).

374. Mr. Macintosh (of Messrs. Swan and Edgar, Regent Street), although he cannot speak from actual knowledge as to the hours of work which are absolutely necessary in the height of the season, says:—

"But I am quite sure of this—and I have had some experience in the conduct of a business—that the best thing for all would be a strict factory law to limit the hours of work; the trade might safely be left to right itself. We have, besides our resident saleswomen, from 40 to 50 young women here in our work-rooms; all are day-workers. Their hours are from 8 a.m. to 8 p.m., and we do not mean ever to exceed them. One hour is allowed them for dinner, and half an hour for tea. When we have as much work as we can get through in the week, we must refuse orders, or take on more hands. I am quite sure that all philanthropic efforts, whether by individuals or associations, will end in smoke; nothing but an Act of Parliament will be of any use to restrict the hours of work. I do not say this merely on the spur of the moment, it has long been my deliberate conviction" (p. 111).

375. A similar opinion is expressed by Mrs. H. Gilling of Cheltenham, who says, "I myself would most gladly submit to the inconvenience of being limited to fixed hours, and conform to any regulation of the kind, if it were made general" (p. 122).

6. Objections to Legislation.

376. There is no doubt among some employers a great objection to any legislative interference with this occupation, principally, we conceive, from the apprehension of injury to their business; and partly because of the distaste to anything like coercion or inspection. There is also an opinion among many of those who are anxious to promote the welfare of these young persons, that if the hours of work were to be regulated in accordance with the Factory Act, the substitution of day-workers for residents, which it is anticipated would result, would lead to immorality, by removing these young women from the care and superintendence they receive in the houses of their employers, and exposing them to the evil of passing through the streets at late hours. It would appear that this feeling operated in the case of the Select Committee of the House of Lords, which was appointed in 1855 to consider the proposed bill for the limitation of hours of labour for needle-women.

377. But it is by no means certain that a legal limitation of the hours of work would lead to this substitution of day-workers for inmates; and we therefore would direct attention to the following extract from Mr. Lord's report:—

"But many, who are well informed, and have given the matter much thought, do not anticipate any great or general reduction in the number of residents from the introduction of restrictive measures. M. Levilly (No. 17), thinks that 'most would retain their present staff.' Miss Newton (No. 87), the intelligent manager of the Dress-makers' Association, entertains a similar opinion; and others who speak from an experience of some years as first hands in fashionable houses, are very confident that girls of the class, of which residents now consist, will not be obtained by employers, except on the condition of having residence provided for them; and that it is so essential to employers to have girls of that class about them, that they will be content to keep them on those terms. Indeed, the most vehement opponent of any interference almost destroys the force of his previous argument by referring afterwards to the inconvenience felt in Paris from the existence of a general system of day-workers." (No. 15).

378. As to the apprehension of pecuniary loss, it is essential to recollect that this^{is} a trade in which, unlike other great branches of industry, there can from the nature of it be no fear of foreign competition; the work must be done in this country or not at all. Thus one of the principal objections to legislative restriction which has in other instances been urged, has here no application; and since all would be placed on exactly the same footing, there can be no reasonable cause to doubt that in a short period, arrangements would be made, as in all other instances, for the successful prosecution of the business, whilst the health and well being of the young women would be assured.

VIII. REMEDIAL MEASURES.

379. We regard it as thoroughly established, that there is in the dress-making and millinery occupation, nothing in itself injurious either to the health or welfare of the young persons employed, provided the hours of work do not exceed those which suffice in other industrial callings, and especially, that efficient means are adopted to insure the wholesome condition of the work-rooms and sleeping apartments. The former desideratum could only be assured by legislative measures; the latter, although proper superintendence would be wanted, must very much depend upon the employers, and even in part on the young women themselves. It is very satisfactory that in many of the larger establishments of silk mercers and others efficient ventilating apparatus has been applied; and, as will subsequently appear, with the best result (p. 70). As we have received several valuable contributions both from principals and medical men upon the best mode of improving the condition of these work-rooms, we are anxious briefly to direct attention to this important subject.

1. Principles and Mode of Room Ventilation.

380. We have already noticed the amount of fresh air demanded for health; and we have now briefly to consider how this may be most efficiently and economically supplied, selecting, but merely as indications, methods which have been found successful.*

2. Conditions of good Ventilation.

381. In all really efficient ventilation the following conditions more particularly demand attention:—

1. There must be no draughts.
2. There must be a motive power sufficient to renew rapidly the whole body of air in the apartment.
3. There must be means for warming the room when necessary.

In respect to all these conditions, mistakes and consequent failure and disappointment are continually recurring. With regard to draughts, it is almost needless to say that where, owing to the method adopted, these occur, the workpeople will not tolerate the inconvenience, objecting, and very naturally, to the discomfort and risk to health thus induced; consequently all imperfect contrivances, producing strong or concentrated currents of air, are rendered practically inoperative, the inmates blocking up all such ventilators.

Again, where work-rooms are most crowded, and ventilation is most demanded, it is not sufficient merely to insert ventilating window panes, or even chimney ventilators, although these of course, and especially the latter where there is a fire, are very beneficial, and may in some cases suffice. Mr. Lord mentions the instance of a large establishment where the principal had spent a good deal of money to insure good ventilation, and in which a glass skylight, made so to open as to cause a current, was placed in the middle of the work-room, with about 40 young women in it; and yet the air, according to the first hand or forewoman, was very close and hot (p. 110, No. 59); the fact is, that a mere current across the upper part of a room is not sufficient to renew the air, though at times, owing to eddies and draughts, it causes much discomfort.

* The question of ventilation has given rise to much discussion and diversity of opinion; in fact, there are few practical inquiries in which more conflicting views have prevailed. Some of the more recent observations will be found in Dr. Parker's review of Hygiene in Statistical Report of Army Medical Department for 1881, p. 212, and more especially in his Manual of Practical Hygiene, 1884, p. 102. This subject is also considered in Dr. Bristow and Mr. Holmes's Report on the Hospitals of the United Kingdom in Sixth Report of Medical Officer of Privy Council, p. 495. In the Parliamentary Report made by Messrs. Fairbairn, Glaisher, and Whitestone to the General Board of Health (1857), the various kinds of ventilating stoves are described (p. 14); the whole subject of warming and ventilating dwelling-houses is also considered in this Report.

3. *Mode of supplying warm Air.*

382. It has just been stated that in cold weather there should be ready means for warming the air of therooms; and various plans for effecting this have been devised, and in some of them contrivances have been combined to withdraw the foul air of the apartment. In all these inventions the main object has been to introduce fresh air from without, to make it circulate around the fire-place or grate, and then to distribute it properly in the apartment. We propose, for the sake of illustration, to refer to two of these ventilating stoves to which our attention has been directed.

4. *The Ordnance Ventilating Stove.*

383. This stove is made by Messrs. Kennard, Upper Thames Street; it has been tested at the War Office, and found to be very efficient.

In the Appendix (p. 235) will be found drawings and sections showing in detail the construction and mode of action of this stove. From these it will be seen that it is made like a common grate, but has behind the fire a fire-brick chamber (fig. 2, p. 235), through which fresh air from the outer atmosphere passes into the room by an aperture near the ceiling (fig. 1, p. 236) after being warmed. By the method shown in the sections a second floor may be supplied (p. 236, fig. 5). A similar contrivance is described by Mr. Lord as having effected a great improvement in the work-room of Miss Jones (17, South Audley Street); the grate, which in this instance was made by Messrs. Batty and Stevens, is of an ordinary kind, but has at the back an iron chamber communicating through "the wall with the external air on the one side, and with the work-room by means of a grating at the side of the fire-place on the other. By this contrivance the air is admitted from without, cool in summer, when there is no fire, warmed in winter, when the fire is lit, by its passage through the heated iron chamber. The young lady who showed me the room stated that the occupants had found great benefit from this mode of introducing pure air without incurring draughts from open windows" (p. 71).

5. *Withdrawal of Foul Air.*

384. From the above details, it will appear that the Ordnance stove and others acting on the same principle, only provide for the introduction of fresh warm air. But experience has shown as above stated that it is also requisite there should be means for the withdrawal of the foul air of the apartment; and to effect this many plans have been devised. In the army department, Dr. Sutherland states the foul air is removed by wooden shafts of proper size, carried up from a corner of the room above the roof of the building; and also by other apertures, which should always be so placed close to the ceiling as to prevent draughts, and provided with wire gauze or perforated zinc; or better by Sperry's valve (p. 182). But in many cases more active means of withdrawal are demanded.

6. *Arnot's Chimney Ventilator.*

385. It is almost superfluous to state that a most efficient and simple mode of withdrawing the air is by the chimney ventilator of Dr. Arnot, who, with a rare liberality, has given all his important inventions gratuitously to the public.

7. *Watson's Self-acting Siphon Ventilator.*

386. Some few years ago a member of this Commission had an opportunity of seeing, with the late Dr. Southwood Smith and the late Mr. Austin, C.E., of the General Board of Health, some interesting and very successful experiments on a new and simple mode of ventilation, invented by Mr. Watson, of Halifax, the principle being that of establishing a double current, as in the case of coal pits, by what is technically called the "up-cast shaft" and the "down-cast shaft," for the extraction of the heated foul air, and the supply of fresh air from without. This method has been extensively introduced into all kinds of public institutions, including factories, places of work, bed-rooms, stables, &c., in different parts of the kingdom; and, as far as we have been able to learn, with the greatest advantage. It possesses the great quality of being self-acting, the heated foul air, which requires to be removed, producing an up current, and that in the proportion of the amount of the heat and impurity generated by breathing or combustion. We are informed that by admitting the air at the ceiling all draughts are prevented, the

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entering air being diffused as it descends. By this plan also the fresh air is drawn from an elevated part of the building, where it is purer, a point of great importance, especially in crowded dwellings and localities. This apparatus, among other places, has been applied in the very large establishment of Messrs. Shoollbred, Tottenham Court Road, who employ about 650 persons, many of whom are milliners, dress-makers, mantle-makers, &c. Mr. Knight, after giving the details of this establishment, goes on to say:—

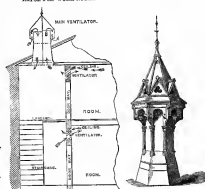
"The room, in which our residents have their meals, is not even yet quite as well ventilated as we could wish; it is on the basement under the shop. The ceiling is low, and consequently when the lat joints are on the table, and the very large number we have are present, the room soon grows hot. Before this shaft, which you see, was put up, it was very close and unpleasant, but that has now quite done away with the chief part of the annoyance. It is very simple, consisting merely of a chimney, as it were, carried up vertically from the recess of the window along the outside wall, and terminating in a moveable cowl level with the other eaves. Until we adopted Watson's ventilator, the air of our shop, which, though extensive, is also low-pitched, used to become very offensive on a busy afternoon. We had several letters and communications from physicians and others on the subject, and indeed perceived it ourselves, if we came in from the open air, but now there is nothing whatever after the most crowded day at all objectionable or unwholesome. That we owe entirely to Watson's ventilator" (P. 113.)

In instances where a number of work-rooms, or sleeping apartments, require ventilation, we are informed by the inventor that the object can be perfectly effected by inserting the chimney or shaft of the siphon ventilator at the top of the staircase or other common passage, and by placing above the door of each room a ventilator, also acting on the principle of the double current.

This apparatus has been adopted with great benefit to ventilate a number of ordinary apartments at Messrs. Howell and James', Regent Street (p. 70), and by the liberality of Mr. Watson, we are enabled to show by means of the adjoining wood-cut the mode of operation.*

SECTION OF WATSON'S SIPHON VENTILATOR FOR WORK-ROOMS.

COWL OF WATSON'S VENTILATOR.



8. Gaslight Ventilators.

387. We have fully described the various and enormous evils resulting from the extended use of gas in unventilated rooms. Fortunately there is no real difficulty in entirely obviating the whole of these evils. Upwards of 30 years ago Mr. De la Garde, surgeon to the Devon and Exeter Hospital, invented a very ingenious apparatus, which not only carries off the poisonous gases so abundantly produced by the combustion of the gas, but at the same time removes the vitiated air of the apartment, thus acting as an efficient general ventilator. As will be seen on referring to the wood-cut appended, the apparatus consists of a copper tube, A., one inch in diameter, which is suspended over B., the glass of an Argand burner, and entering one foot into a larger tube, two inches diameter, just below the ceiling, D.; this larger tube passes through the roof, or other external outlet, and is protected by a conical cap or cowl, E.

A description of this apparatus was sent to the Society of Arts, and it has been applied in several public institutions. It is proper to add that Mr. De la Garde gave his invention to the public, no patent having been obtained.

388. We are informed that Mr. Stevens, gas-fitter, Southwark Bridge Road, makes a ventilating gas tube similar to Mr. De la Garde's apparatus, but which combines the

* Mr. Watson's London establishment is No. 1, Friars' Lane, Kentish Town.

telescope principle, so that the height of the light can be regulated, which in the dress-making business is important: this is used in the army department.*

9. Use of coloured Glass Lamps.

389. Several distinguished oculists having recommended the use of blue tinted glass chimneys or globes, to correct the bad effects of the glare and yellow coloured gaslight on the eye, we were anxious to have this tried, and especially to determine how far the illuminating power would be affected. At our request Dr. Letheby kindly made in his laboratory some careful experiments, and he found, first, that the orange-yellow colour of the flame was decidedly neutralized by the complementary blue tint of the glass, the flame becoming whiter, and more agreeable to the eye; secondly, that there was a loss of nearly 16½ per cent. of the illuminating power (p. 184). This is a large loss, physically considered, but it does not at all follow that there would be a corresponding effect as to the power of vision; on the contrary, it might physiologically be anticipated, that as to distinctness of perception, the removal of the glare and over-stimulating red and yellow rays, would, by relieving the retina, enable the eye to perceive minute objects even more clearly with the light diminished as to quantity but improved in colour. In order, therefore, to ascertain how far this diminution would prove a practical inconvenience, Mr. Lord availed himself of the offer of Mr. S. Lewis, of the firm of Messrs. Lewis and Allenby, Regent Street, who had evinced the greatest readiness at all times to facilitate the inquiry, to test the blue glass in the work-room:—

"Accordingly, in a room which was lit by two single-jet gas-burners, suspended from a single 'telescope' arm, blue tinted globes were substituted for those in ordinary use. One of these globes was clear throughout; the upper half of the other was 'ground.' Over each of them was placed a common green paper shade (white inside) which had been used with the former globes. The occupants of the room were six in number, and were engaged solely on erecting dresses; they sat at a table (5 ft. long by 2 ft. wide) placed under the gas-burners. They considered their work to be quite as trying to the eyes as any other kind of dress-making, except constant working on black, and had found the glare of the gas to be very great. After the tinted globes had been in use for four successive evenings in June, I visited the room. All spoke with great satisfaction of the relief given to their eyes by the colour, while none had found the light lessened to such an extent as to interfere with their work in any way. In a room where it had not been tried, doubts were expressed whether the light would be brilliant enough for black work; but one, who had been for one evening occupied in the first-mentioned room in making a body of black glazed silk, stated that the light was quite sufficient for her. The globe with the upper part of ground glass was preferred to the other, since they were able to draw the arm down nearly to a level with their heads, and thereby have their eyes still farther protected, while the whole of the light from below fell directly on their work." (P. 75.)

390. So far, therefore, as this trial goes, it may be assumed that no practical inconvenience is the result, whilst of the comfort and benefit to the workers there can be no doubt. The following are the conclusions of Mr. White Cooper, whose opinion from his great experience is most valuable:—

"The best precaution against mischief arising from this cause, is to have the flame surrounded with chimneys or globes slightly tinted with blue. I attach much importance to the position of the light. It ought not to be on a level with the eyes, but above or somewhat behind the worker. The light should be thrown on the work and not on the eye. Gas produces great dryness of the air, which is irritating to the eye, and to obviate this it is a good thing to have pans of water in the work-rooms where gas is burning" (p. 184).

10. Beneficial Results of Ventilation.

391. Among medical men these have been universally recognized from the earliest periods. But notwithstanding the reiterated appeals and facts adduced by professional writers, there is still a large amount of apathy, ignorance, and incredulity among the public, and unbaptized frequently in the very class who are the special victims of the existing vicious arrangements. This being so, it may be useful to submit the following important and authentic summary of the great sanitary improvements which have been recently effected in regard to the British army, and for which we are indebted to

* *New gaslight ventilator.*—As there is so general a desire for improvement, we may state that a novel, and it is said a successful method, has been invented on the continent by Mons. Souber, and adopted in France, especially in the theatres, a principal object in this case being to protect the performers from the danger of fire from the footlights of the stage. It consists of a wide glass pipe, bent in the form of the letter U, one leg, however, being considerably longer than the other, forming, in fact, a siphon. Just inside the shorter leg an argand burner is inserted, and the longer leg of the tube being heated for a short time, so as to rarely the air in it and cause a downward current in the short end, the argand burner is lighted, and the flame, following the direction of the current, continues to burn upside down. The products of combustion are thus carried away by the long leg into a chimney. (*Quarterly Journal of Science*, No. III., p. 691. The editor thus observes on this apparatus: "The advantages as to safety, &c., of this plan are so obvious, that no time should be lost in introducing this method of illumination in this country.")

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Dr. Sutherland, who, as a sanitary commissioner, has contributed so powerfully to the amelioration:—

"Nearly every barrack-room and hospital ward in the United Kingdom has been ventilated on the principles stated above, and it may be of interest to compare briefly the mortality and leading fatal diseases in the army before the barracks and hospitals were improved, with the present sanitary state of the troops at home stations, and also with the civil population of the soldiers' ages.

"To begin with the last of these elements, we find that the English male population between the ages of 15 and 45 yields a mortality of 8·8 per 1,000 living, per annum. The infantry of the line before the Crimean war yielded an annual death rate of 17·9 per 1,000 living. We began our improvements in 1838, and the mortality among the infantry has since averaged about 8·56 per 1,000 living per annum. In 1862 (the last return), it was 8·09 per 1,000.

"The death-rate among the different classes compared has been made up as follows:—

	Annual Deaths per 1,000 Living.		
	Zymotic Diseases.	Chest and Tubercular Diseases.	All other Diseases.
English male population, ages 15-45	2·0	4·5	8·3
Infantry of the line serving at home, 1837-46	4·1	10·1	8·7
Infantry of the line serving at home, 1859-61	0·56	4·2	3·4

"I have used the most recently-published returns, but the proportions of mortality from the different diseases remain much the same at the present date. You will perceive that the real cause of reduction in the soldiers' mortality has arisen from the great reduction which has taken place in 'foul air' diseases. Those of the epidemic class have fallen to less than a fourth part of their former prevalence, and the mortality from consumption and its allied diseases has fallen from 10·1 per 1,000 to 4·2 per 1,000. Formerly the mortality from chest affections in the army exceeded the total mortality from all causes in the civil population. Now the mortality from chest diseases in the army is less than it is in civil life." (P. 182).

392. We believe there are no means at present for determining precisely the number of lives saved annually in the British army since these sanitary improvements have been effected. But the reduction of the death-rate is certainly known, and we are informed, on the most competent authority, that it amounts to 10 in every 1,000, so that with a force of 56,800, the number of troops of all arms serving at home in 1862, the number of lives saved would amount to 568, which with an army of 90,000 would be equal to an entire regiment.

IX.—RECOMMENDATIONS.

393. Having thus fully described the existing evils connected with the dress-making and millinery business, we proceed to consider the measures which we deem best adapted for their rectification.

We hold it to be satisfactorily established by every kind of evidence that legislative enactment is essential to insure a limitation of the hours of work, and to place the work-rooms and sleeping apartments in a wholesome condition. It is, indeed, impossible to conceive any department of industry in which such measures are more urgently demanded. In the first place, the persons concerned are women and young persons, and therefore, as to sex and age, they belong to that part of the labouring community for whose welfare so many of the provisions of the Factory Acts have been enacted. In the second place, owing to the peculiar customs of this business, a large proportion of the employed are either apprentices, a class for whose protection there are such stringent existing laws; or they are equally dependent, being "improvers," who have either paid a premium to the employer, or who give their labour gratuitously. Then, as to the nature of the occupation, it is admitted by all, including the principals, that the hours of work during many months, often throughout the year, are excessive and destructive of health; while the sanitary condition of the work-rooms is to the last degree defective. To these considerations it must be added that this question embraces the wellbeing of many thousands of women in the beginning or prime of life; the total number of milliners and dress-makers of all classes in the United Kingdom amounting to 370,218.

Insufficiency of existing Laws.

394. The existing enactments are altogether insufficient either for the limitation of the hours of work, to which indeed they do not relate except in the case of apprentices; or for the enforcement of sanitary regulations. There are no provisions in the Nuisance

Removal Act or in the Local Government Act, &c., applicable to the case of dress-makers and milliners.

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Medical Superintendence.

395. It is in our opinion of primary importance that all work-rooms and sleeping apartments should be subject to official inspection; and considering the character of the occupation, the class of persons affected, and especially the measures demanded for the maintenance of health, we conceive that whatever may be the extent and nature of the supervision, it should be administered exclusively by legally qualified medical practitioners, acting under "the local authority" of the district. The duties involved are strictly medical, and such as no unprofessional person, as an inspector of nuisances, or even where there is such an officer as a sanitary inspector, which is the case in several of the large Metropolitan parishes, could efficiently discharge. Recent experience, and especially in regard to the army, has shown to what an extent sickness, and in particular "foul air" diseases, including herein consumption, and the whole class of lung affections from which dress-makers and milliners notoriously suffer, can be prevented by enlightened sanitary precautions, superintended by educated medical men; and we are satisfied, that many principals would gladly avail themselves of such superior advice as is here contemplated. In London and most populous districts, the medical officer of health would seem to be the proper person to be selected; and we believe that those gentlemen would, under suitable conditions, cheerfully undertake the duty. But we make this suggestion in confident reliance, that for the performance of such onerous, important, and additional services, the medical officer should receive corresponding remuneration. In localities where no medical officer of health has been appointed, "the local authority" should be empowered to select a properly qualified practitioner to act as the professional inspector.

Legislative Enactments required.

1. Sanitary Regulations.

396. In order to insure the introduction and observance of sanitary regulations in these establishments, powers similar to those provided in Sections 4 and 5 of 27 & 28 Vict. c. 48. (Factory Acts Extension Act, 1864,) for ventilation and cleansing would be essential. But in addition to these measures, the great and peculiar evils arising from the extended use of gaslight in this occupation demand in our opinion a remedy; and as it has been shown by the most competent medical authorities, that the injury to the eyes and to the general health is susceptible of removal by a simple, and comparatively inexpensive apparatus, we recommend that in any enactment which may be made, power should be given to the medical officer and the local authority to require the application of suitable remedial measures.

2. Limitation of Hours of Work.

397. After mature consideration of the whole of the evidence we have received, we have arrived at the definite conclusion, that there is nothing in the dress-making and millinery business which would be incompatible with the hours of work prescribed by the Factory Acts.

In our recommendations relating to the trades and manufactures which we have dealt with in the preceding portion of this Report, we have shown that it would be expedient to extend to the whole year the permission now given by the Factory Acts to take the hours of work between 7 a.m. and 7 p.m. for half the year.

398. By the 27 & 28 Vict. c. 98. (Bleaching and Dyeing Works Extension Act) this permission was also extended so as to embrace the hours between 8 a.m. and 8 p.m.

It has been pointed out by the Inspectors of Factories that the Bleaching and Dyeing Works Act, and its amendments, have placed the law in a state by no means satisfactory to the persons concerned, and that the Act of last year cannot be regarded as otherwise than a temporary measure.

It has been considered of great importance to secure to the young the hours of the evening for rest and self-improvement, and therefore to deviate as little as possible from the hours secured to them by the benevolent provisions of the Factory Act.

399. Accordingly we are disposed to follow the precedent of the Bleaching and Dyeing Works Extension Act only so far as to recommend, in order to make the transition the more easy, that for the first year after the passing of this proposed Act the hours of

work may be either between 6 and 6, or 7 and 7, or 8 and 8; after that they should be taken either between 6 and 6, or 7 and 7, according to the convenience of the employer.

3. *Meal Times.*

400. There is no point which is more clearly established than the utterly insufficient time allowed for meals; and yet in an occupation so entirely sedentary, it is of moment that there should be a reasonable time allowed for change or even exercise, as well as for taking the meals. It is therefore essential that at least 1½ hours should be allowed for this purpose, and that at suitable times, as specified in the Factory Acts.

4. *Modifications of Factory Act required.*

401. In the dress-making and millinery business proper there are, as already stated, very few, if any, persons under the age of 13, the usual age of commencing being 14 or 15 (pp. 12, 69); there are, therefore, few or none of the age of "children," as defined by the Factory Acts. In any legislation in regard to this occupation, the various provisions relating to children may thus, it is presumed, be dispensed with. The same observation would apply to other provisions of these Acts; as those relating to the machinery, which is not used in this business, also as to the place and times of taking the meals.

5. *Extent of Enactment.*

402. One objection that has often been urged against legislative interference in the case of the dress-makers and milliners, is the allegation that these are private, or, as it were, domestic establishments. But as to all essential characters, this occupation must be regarded as an industrial and commercial undertaking; it is carried on for the pecuniary profit of the employer; it demands the labour of persons who, whether paid or paying, belong in reality to the class of work-people, and are, many of them, regular journeywomen. The question of the number employed has no real bearing upon the principle; and it has been clearly shown, in the investigations of this Commission, that among the whole industrial population, the greatest evils and the greatest oppression and suffering exist where children and young persons are employed in very limited numbers by small masters and mistresses, and still more so where engaged by workmen. But the fact is that some of these establishments employ from 30 to 40 residents, in addition to day-workers; in one fashionable house, the inmates amount to 70; whilst in wholesale millinery and similar warehouses, the number may amount to 100 or more: houses like these are essentially small factories. We therefore conceive that all cases where young persons and women are employed for the profit of others, fall legitimately within the principles of the Factory Act, and for the purpose of interpretation some such words as those in the Act for the Regulation of Bakehouses (26 & 27 Vict. c. 40.) might suffice, the expression "employed" being applied to any person working in a millinery or dress-making establishment, or in any kind of needlework for the profit of another person, whether she receives wages or not.

We shall consider the question of legislative measures in relation to seamstresses, boot-makers, &c. in the second part of this Report.

PART II.—REPORT ON SEAMSTRESSES, SHIRT-MAKERS, BOOT-MAKERS, &c.

403. The second great class of needle-women comprises several occupations, each more or less distinguished by peculiar characters, though all have certain common features, especially as to the mode of payment, in which they resemble the workpeople of ordinary industrial callings. In the departments which give employment to the greatest number of people, a great change has of late years been effected by the introduction of the sewing machine, and it is therefore desirable in the first place to refer to this point.

1. *Use of Sewing Machine.*

404. We have stated in the first part of this Report that this machine is to a limited extent used in the dress-making and millinery business, but it is in the more ordinary kind of needlework that it is so extensively applied, especially by tailors, shirt-makers, ladies' outfitters, stay-makers, &c., and in less degree by shoe-makers, glovers, &c. In all these trades the use of the machine is rapidly extending: thus, in the wholesale boot and shoe trade of Leicester alone there are upwards of 800 machines in use (p. 11, 83, 165).

2. *Application of Steam Power.*WEAVING
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403. It is said that hitherto the use of steam as the motive power has not met with much favour, but Mr. White and Mr. Lord state that this power is now used in some cases, although several employers have adopted and abandoned it, owing to the difficulty of checking the speed and the injury caused to the machines by the constant shaking. At the Army Clothing Depot, Pinlco, where upwards of 700 women are employed, this difficulty appears to have been overcome, and the same may be said of the very large shirt establishment of Messrs. Tillie and Henderson, Londonderry, and of Messrs. Tait's army clothing manufactory, Limerick, employing 1,000 to 1,200 hands; it may therefore be anticipated that the application of steam power will extend and become general. The introduction of the machine, joined to the extraordinary and increasing demand in foreign, and especially in the colonial markets, for wearing apparel of English manufacture, is accomplishing quite a revolution in these trades; in fact it is evident that the whole employment is at this time in a state of transition, and is undergoing the same change as that effected in the lace trade, weaving, &c., mechanical power superseding hand labour.

3. *Advantages of the Sewing Machine.*In regard
to wages.

404. The history of the sewing machine affords, probably, one of the best illustrations of the benefits conferred upon all classes engaged in industrial pursuits, and especially on the operatives, by the substitution of machinery for hand labour.

It appears from the statement of Mr. Tillie, that the machine now performs the work formerly done in London known as the most miserable, and even notorious, of all occupations, under the name of "slop work," in which grown up women, by working very long hours, could only earn, as in some of the poorest paid branches they still do, from 4s. to 6s. a week. On comparing the details given further on, it will appear, speaking generally, that the wages of machinists, averaging 14s. to 16s. a week, are at least one-third higher than those of hand-workers in the same department. The economy of production effected by the machine, with the general development of trade in late years, has also led to a great increase in the number of hands. The result of these two conditions combined has, in the aggregate, greatly added to the national wealth. Thus, in the Londonderry district, where the machine shirt business was only introduced 14 years ago by the firm of Messrs. Tillie and Henderson, it is estimated by the first-named gentleman "that the whole sum paid for labour in this branch of manufacture now amounts to nearly a quarter of a million yearly, circulating in cash for the general benefit of all." Mr. Tillie may therefore well say, "the benefit conferred on this part of Ireland by the introduction of this branch of manufacture is enormous" (p. 59, No. 192 b).

In regard
to hours of
work.

407. But, in addition to the pecuniary gain, another great boon has been conferred on the operative class by the reduction of the protracted hours of work formerly exacted by the system of hand labour. It will subsequently appear that in the shirt and clothing factories, and especially in Ireland, where the greatest change has taken place, the hours for the most part do not exceed, in the case of young persons and adults, those of the Factory Acts, in fact they are often considerably below these, being at ordinary times only nine or 10 hours (p. 14 b).

408. The introduction of the machine has necessitated the employment, on the whole, of older children and girls, the usual age for commencing being about 14, one consequence of which is that in these factories the great majority of the employed being above 13 are either adults or "young persons," as defined by the Factory Act, and therefore entitled to work full time, thus facilitating the introduction of legislative measures.

In regard
to age.

409. As we shall have occasion hereafter to refer to the physical condition of these operatives, it will suffice here to state that the balance of the testimony of medical men and others is decidedly in favour of machine labour.

In regard
to health.

The advantages of the machine are so generally appreciated, that not a few workpeople have machines of their own, or hired of other parties, a large portion of the work being thus carried on in the homes of the workers (pp. 11, 83).

4. *Tendency to Factory System.*

410. The result of this great change has been to bring several of these departments into the factory system, large numbers of workpeople, in some instances amounting to several hundreds, being collected together in one establishment.

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&c.5. *Small Masters.*

411. In other branches, on the contrary, as the boot trade, the introduction of the machine has unsettled the mode of conducting the business, especially by the employment of what are called "chamber or garret masters," persons who receive the materials from wholesale houses, and themselves employ usually four or five machinists, but occasionally as many as 30 (pp. 83, 164).

I. AGE AND SEX.

412. The workpeople in these branches begin to work at an earlier age than in dress-making, herein again approaching the conditions of other industries. According to the Census Tables out of 287,082 needle-women of all classes, exclusive of dress-makers and milliners, 44,965 were under 20, and 10,801 were under 15 years of age, or about one in 27, whilst of dress-makers and milliners those under 15 years of age formed only $\frac{1}{20}$ of the whole number. Few begin to work before the age of 11 or 12, the usual age for commencing with the machine being about 14; but in other departments many begin as young as nine or ten, or even five and six (pp. 1, 12, 84).

413. As to sex, it has been explained already that almost the whole class consists of females, although in some branches, as boot making and tailoring, men and boys are employed.

II. NUMBER.

414. The total number, according to the Census Returns for 1861, is very large, amounting in England to 287,082, in Ireland to 61,771, and in Scotland to 18,345; making a total for the United Kingdom of 367,198.

The following table shows the numbers and ages in the four of the principal departments, so far as applies to England:—

Occupation.	All ages.	Under 20.	Under 15.
Shoe-makers - - - -	119,007	10,802	2,646
Shirt-makers and seamstresses - - - -	76,015	10,791	2,014
Tailors - - - -	27,336	4,769	885
Glovers - - - -	23,605	6,332	2,661
Total of 4 classes - - -	245,963	34,274	8,186

415. As to the individual establishments, as might be expected, the number employed varies greatly; but, as stated above, the tendency to the accumulation of hands is actively proceeding. The most remarkable development in this respect has been in the north of Ireland, of which the statement of Mr. Wm. Tillie (of the firm of Messrs. Tillie and Henderson), Londonderry, is a striking illustration. This gentleman says,—

"We are the largest employers here in the shirt manufacture, which I was the first to introduce 11 years ago. Our factory, which has been built about eight years, has accommodation for 1,000 persons and we have had that number in it, though at the present time, owing to temporary circumstances affecting the character of the trade, we have only about 800, nearly all females, from 11 years of age upwards. We object, however, to employing married women with children; and though they often try to be admitted, saying that it would be a charity to them, I refuse, telling them that I would almost sooner pay to keep them at home. I know that they cannot attend to their work so well if they have to be thinking of their children, and absence at work prevents them from giving proper attention to their families. The work consists chiefly of cutting out the material and preparing it for the sewing machines by various kinds of handwork, and then stitching parts by the machines, most of which are worked by steam.

"The shirts are then sent out into the country to be 'fitted' or put together, i.e., made up, a work which is done exclusively by persons living at their own homes. When these persons live at a distance, as is usually the case, the work is distributed to and collected from them by means of agents stationed at different centres; and to ensure their receiving proper remuneration, the price to be paid for the labour is fixed by us, and marked upon a ticket which accompanies each piece of work, and the money paid in cash when the work is returned. This prevents what was a great evil in the sewed male manufacture, carried on in the same system. The number of persons employed thus by us outside our factory is very large indeed, and is spread over a wide extent of country, as much, I should say, as over a radius of 40 miles from this town. When we had 1,000 persons in the factory, they got took a sixth part of what we paid for labour; and reckoning, as probably would be near the fact, the 1,000 persons in the factory were paid as much as 1,500 out of it, we must then have had altogether about 10,000 persons in our employment." (P. 35, No. 192.)

413. In another large establishment in the same place, Messrs. McIntyre and Hogg's, 700 persons, $\frac{3}{4}$ of whom are females, work on the premises, where there is accommodation for 1,500. At Messrs. R. Sinclair's they employ from 500 to 900 hands, and probably four or five times as many outside (pp. 58, 59).

417. In many of these clothing factories from 100 to 200, 300, 400, or more are employed: this is the case in London, Dublin, Bristol, Norwich, Leicester, Belfast, Drogheda, Glasgow, &c.; in other instances the number is under 100, some small employers having only from six to 20 hands. In all these cases a large part of the work, especially the "finishing," is done "out," often by small journey masters and mistresses, whilst the "machining" is done in the factory. Among stay-makers two or three needlewomen working by hand are wanted for each machinist; in boot factories three to two, or four to one; at the Army Clothing Depot it was after trial found that two hand-workers to one machinist was the best proportion.

III. HIRING AND WAGES.

Hiring.

418. It has been stated above that a large number of children and young persons are employed in the various departments of needlework. Many of these, especially the youngest, assist in various ways, as in helping the machinist, in hemming shirts, in lining boots, &c. Many of these children are thus employed by their parents, but often by neighbours and others.

1. *Apprentices.*

419. According to Mr. Lord there seems to be no regular system of apprenticing in any of these trades, so far as females are concerned, except perhaps in the boot trade. But in many instances there is an agreement in the nature of an apprenticeship from three and six months to two and three years, the girl receiving a small payment, gradually increasing from 6d. to 2s. and 3s. a week. At some boot factories machinists are often apprenticed at 14 or 15 for two or three years, and receive 5s., 7s., and 9s. a week. Some pay a small sum to an adult for instruction in the use of the machine, being in a few instances paid something by the principal (p. 85).

2. *Wages.*

420. In the numerous sewing trades, differing so much in their character, there is a great range in the scale of wages; so that whilst in the poorly paid work, as in some kind of shirt and collar making, a mere pittance is obtained only by hard labour, in other branches good wages are earned. As a rule, all home work is worse paid than factory labour. Upon this point Mr. Lord observes:—"Thus much I think is clear, that in 'trades of this class home work is, as a rule, the least profitable; partly because more time is wasted, partly because the cheapest kind of work is most readily trusted out of the employer's custody' (p. 86, p. 154, No. 247).

421. Very young children, of 9 and 10 years of age, earn from 9d., increasing to 1s. 6d. to 2s. a week. Others, of from 11 or 12 to 14 and 15 years old, are paid according to the nature of the work from 1s. and 1s. 6d. to 2s. 6d., 3s. 6d., 5s., or 6s. and 7s.

422. Adults vary quite as much as to their wages. Thus in the shirt and collar trade, belt and brace making, some women earning only 8½d. or 9d. a day (4s. 6d. a week) make no complaint. Women working at gloves also rarely make more than 4s. or 5s. a week. In the worst paid branches of needlework, except perhaps brace making, a woman of average ability and industry, working at home, earns from 2s. 6d. to 6s. a week. It is popularly supposed that the cheaper the kind of work the more poorly is the worker paid; but this is so far from being the case, that when work is paid by the piece, as is the general practice, more can be earned at coarse work than with a higher priced article, this last requiring so much more time for its completion. The wages of adult hand workers may be stated generally as varying from 6s. to 18s. a week (Lord, p. 86).

423. The evidence shows that the machinists are the best paid class at all ages. Thus, girls at Norwich and Plymouth of 14 and 15 earn in boot factories 4s. and 5s. weekly. In all these trades machinists frequently earn from 12s. to 15s., varying in limits from 5s. to 30s. In factories, with the work limited to 10½ hours in the day, the wage books show that as a rule hand workers earn from 6s., 8s., to 12s., and machinists 9s., 12s., and 18s. a week, or about one-third more (p. 86). Dr. Ord, in his Report, says that in a large collar making factory the machinists, from 15 to 25 years of age, earned from 12s. to 21s. a week, the average being 14s. to 16s.

424. Mr. Lord concludes by saying,—“I believe that most wholesale houses pay a fair price to all whom they employ directly. It is when work passes through several hands, each of which is to take its share of profit, while only the last does the work, that the pay which reaches the workwoman is miserably disproportioned to the price paid by the purchaser for the manufactured article” (p. 86). This, which touches upon a point of considerable importance to a numerous class in many other occupations, is noticed in the evidence of Mr. Tillie quoted above; and there can be no doubt that if employers adopted the principle explained by that gentleman of marking upon a ticket the price to be paid for each piece of work, the great evil so often inflicted at present on the poorest class of workers by middle men would be prevented.

IV. HOURS OF WORK.

425. The various branches of needlework, as described in this report, not only differ widely in their nature, but in the same trade, as shown above, the work is variously performed. For all details, however, we beg to refer to the evidence and to the summary given by Mr. Lord (pp. 86, 87).

1. *In Factories.*

426. As a general principle, the hours of work are more regular and limited in factories, particularly where of large extent, than in “home work” and in the houses of small employers. Thus, Mr. White remarks, “in the majority of shirt, stay, and clothing manufactories, the stated day is short, viz., about 9 or 10 hours’ actual work, which begins at from 8 to 9 a.m. A few, from special circumstances, have the regular factory hours” (p. 14).

These hours, so far as the labour of young persons above 13 is concerned, do not exceed those of the Factory Acts; they are indeed somewhat shorter, except that more overtime is made: the above hours seem to be general in Ireland. Mr. Lord also says,—“In large manufactories of cloth garments the ordinary hours of work are seldom more than 12 in the day; in London warehouses they are frequently less” (p. 86). This is in keeping with experience, applying to all trades and occupations. There are, however, many exceptions, and very long hours are occasionally exacted, even in case of rather large establishments; thus at an army contractor’s, with upwards of 50 hands, the work during a whole week was continued from 3.30 a.m. to 10 p.m., and once all through the night (p. 146, No. 212). Again, in several hoot factories at Stafford, where children of 11 and 12 years were employed, who, as a rule, worked as long as the adults, although the regular hours are about 12, or even less, with two hours deducted for meals, overtime is not unusual, the work going on for 13½ or 14 hours (p. 173, Nos. 356, 359, 360).

2. *Hours of small Employers and Home Work.*

427. The hours in both these forms of employment, and for all ages, are often very long and even excessive. But of all classes the evidence shows that the most prolonged labour occurs in the case of individuals working for themselves; thus, shirtmakers often work from 5 a.m. to 8 p.m., and in the hoot trade some handworkers are occupied from 7 a.m. to 10 p.m. But long hours more particularly prevail when workpeople employed in a factory are allowed to take work home with them after their day’s work is over.

428. So, also, in the case of small masters and mistresses, long hours are rather the rule than the exception; and in these instances, although each employer has only a limited number of children and young persons, four or five to seven or ten, &c., yet collectively and spread all over the kingdom, these young hands become extremely numerous. In one case, to which Mr. Lord was taken by the Rev. M. S. A. Walrond, a child only 7 years old worked for a woman in a court out of Golden Lane, London, at brace making, from 8 a.m. to 8 p.m. for 6d. per week. The statement of the mistress of the Golden Lane evening school, with 200 girls from 9 to 15 years of age, is very important in every respect; many of these children work in the neighbourhood from 8½ a.m. to 7 p.m., whilst others, and even younger ones (from 7 to 13 years), work longer, some 13 hours, and several, on alternate days, 14 hours a day (p. 87, p. 159, No. 283).

3. *In the Country.*

429. These long hours seem to be as prevalent in the country districts. At Yeovil, for example, it is quite a common thing for the children (glovers), at 8 and 9 years old, who work three or four together for a mistress, to labour from 6 a.m. to 8 p.m. But even

this, bad as it is, is exceeded by the cruel exactions of parents in the case of their own children; thus, one child of 9 years, at Yeovil, had worked at home all one night and from 6 or 7 a.m. to 11 and 12 p.m., or for 16 and 18 hours out of the four and twenty (p. 176, No. 375). In another case a girl of 14 had worked at home from 6 a.m. to 12 at night (No. 374). These are painful illustrations of the truth, that in too many instances parents, when their pecuniary interests are concerned, cannot be intrusted with the welfare of their children.

V. MEAL-TIMES AND TREATMENT.

430. In factories and large establishments, as might be anticipated, the allowance of time for meals is much more liberal than in small workshops; in the former one hour is usually allowed for dinner, and where the work is continued longer than usual, a quarter of an hour or more is allowed for tea. This is particularly the case in Ireland, where these arrangements are very liberal and satisfactory. Thus, at the large shirt factory of Messrs. McIntyre at Londonderry, 1½ hours is allowed for dinner (p. 61, No. 194 h). But at home and in small places all meals are hastily taken, and, if pressed, while the people are at work; thus, a trouser-maker in Whitechapel says, "We have not two hours in the week away from work for our meals" (No. 220). The hasty manner in which at Yeovil the glove-makers frequently swallow their meals, and the use of beer and other stimulants, are specially noticed by Dr. Tomkyns as productive of bad results (p. 194, No. 426.)

Treatment.

431. With such young children and prolonged labour, it is impossible but that at times they would be subject, as in all similar circumstances, to cruel treatment to keep up their attention; and the following is doubtless in no degree an exceptional case. A person at Yeovil says her daughter began to work at 6 years old; she was employed by a little mistress from 6.30 a.m. to 8.30 p.m., and "it was as much as their life was worth to look 'up';" it is no wonder that this girl was very delicate, that her health had suffered, and that her eyes had become quite weak (p. 176, No. 374). Another case of cruelty is mentioned at Worcester; but Mr. Lord says he has not met with any complaints of serious ill-treatment, and he believes instances of cruelty to be very rare (p. 88).

VI. STATE OF PLACE OF WORK.

432. The place of work, a point of infinite moment in all industrial occupations where people congregate together, varies in these trades from the small crowded room used for living and sleeping in to new, large and well-built factories and warehouses.

In several of the latter class the principals have been solicitous to introduce good sanitary arrangements and to secure the health of their workpeople. Thus, in the large shirt factory of Messrs. Tillie and Henderson, Londonderry, which is an extremely well managed establishment, proper accommodations of lavatories, waterclosets, hot water pipes for warming, and strict cleanliness and healthfulness of the buildings, have been provided; a regular medical attendant at a salary of 100*l.* per annum is also provided by the principals, and the health of all is very good (p. 59, No. 192). At the factory of Mr. Edwin Bostock, boot-maker, Stafford, with 200 females, the arrangements for white-washing, ventilation, closets, &c., are very good, and the same remarks apply to the factories of Messrs. Lloyd and of Messrs. Gibson and Woolley of the same town (p. 173).

Overcrowding and defective Ventilation.

433. It is, however, to be deeply regretted that after so much attention has been paid to this subject, we have still to report that even in many large establishments, and in all the smaller places of work, the rooms are overcrowded, and either altogether unventilated or left to the chance of windows being at times opened. It cannot be too often repeated that ventilation secured is equivalent to space gained; that it is, therefore, in the highest degree economical, especially in large cities and towns, where rents are so high; and that, apart from the question of health, it is known that in every form of prolonged, and especially sedentary occupation, and therefore especially in all kinds of needlework, a pure atmosphere, by sustaining the bodily vigour, enables the worker to produce more in a given time, and so to benefit equally the employer and the employed. There is no doubt also that the depressing influence of a foul atmosphere induces a desire for stimulants difficult to resist. Upon this point we would refer to an interesting statement of a medical gentleman at Manchester, who made an express inquiry into the condition

of several large establishments, employing 1,100 females, of all ages, and in some of which there was not more than 80 cubic feet per head (p. 25, No. 25 h).

434. In many large work-places there is no ventilation beyond windows; and even in some instances, where by special arrangements of gratings, &c., greater care was bestowed by the principal, the object was defeated by the ignorance or prejudices of the work-people, the gratings being covered over or stuffed up with rags (p. 88). This shows the necessity of the 5th clause in the "Factory Acts Extension Act, 1864," imposing a fine upon work-people for wilful misconduct or negligence in regard to regulations for ventilation and cleanliness.

435. In smaller places defective ventilation is universal; many of them are sleeping rooms as well as work-rooms. This is the case in the west as well as the east part of London; frequently as many as five or "six persons will be employed by one man in such a room, both sexes working together;" in fact, to use the language of the experienced manager of Mr. Nicoll, Regent Street, "two out of three work-places (tailor's) as the West End, even when they are on the premises of the master, are simply wretched" (p. 148, No. 221).

Alluding to the east end of London (Shoreditch and Whitechapel, &c.), Mr. Lord observes that the state of the work-rooms among the small middlemen and of the work-people is too well known to require any remark in detail. These rooms have filthy walls, a foul atmosphere, and neglected occupants.

436. Nor is the condition of those in many provincial towns at all superior. In the low parts of Plymouth, where from four to 10 shirt-makers work together, the rooms are described as being very dirty and small. A city missionary observes of these places, "you can hardly breathe in them" (p. 152, No. 244).

437. Similar accounts are given by Mr. White in regard to Dublin, which city, according to Dr. Maypothor, who has specially investigated the subject, "is in a fearful sanitary state." In one such room a young woman was ill in bed; in another, where girls were employed, a boy was dying. The general appearance of these houses in which needle-women live is, according to Mr. White, very miserable (p. 13).

438. In all such trades as boot and shoe making, stay-making, hatters, bonnet makers, &c., the use of the sewing machine tends to increase the bad effect of over-crowding by requiring an excessive consumption of gas. "The effect," says Mr. Lord, "of entering a low-pitched work-room, where 30 or 40 machinists are working under such conditions, at as early as 5.30 p.m. in the month of November, is almost overpowering." In such a room, it is stated by a trustworthy witness, that although the hours were moderate, from 8 a.m. to 6 p.m., the heat, partly owing to gas stoves for heating irons was dreadful, and it was usual for three or four to faint every day (p. 104, No. 39).

439. Mr. Lord has given a table of the cubic space allowed in work-rooms intermediate between the factory and the dwelling-house, which may be compared with the measurements given in the first part of this Report at p. 1. From these observations it will be seen that out of nine places in different parts of London, Leicester, Norwich and Chatham, which are said to be typical of a large number of similar cases, the space in seven was below 100 cubic feet per head, varying from 70 to 90; and in the remaining two, 108 and 176 respectively (p. 88). It is scarcely necessary to observe that with such dense overcrowding as this, especially when combined, as it is, with the absence of ventilation, the maintenance of health among the work-people is impossible. In some instances given by Dr. Ord the cubic space was larger, from 120 to 287 cubic feet per head. The great evils and high mortality caused by this sedentary occupation, with overcrowding, are forcibly depicted in the valuable Report of Dr. E. Smith, in regard to tailors.*

VII. NATURE OF THE OCCUPATION.

440. It is scarcely necessary to say that the larger part of the work in all these trades, exclusive of the sewing machine, consists of various forms of needlework, consequently involving little muscular exertion, and suited to children and young persons. Many of the former are also required for other very slight work, as winding thread, cutting strips for willow bonnets, trimming articles, tying knots, &c. But some of the work is more trying, and some fatiguing, requiring the labour of adults, such as ironing or pressing with heavy hot irons. The sewing machine, when used for many hours, is also fatiguing, requiring not only the hands, but also one or both feet, to work it. Some machinists work sitting, others standing, and, according to Mr. Lord, a stooping

* Sixth Report of the Medical Officer of the Privy Council, p. 416.

position is induced, which, when persisted in, produces a serious effect on the health, and especially, as Dr. Smith's observations show, on the respiration, which, by the sitting posture long continued, is reduced to a minimum. Mr. Louge, however, says, notwithstanding this, that "the sewing machine is generally preferred to the needle by the workers, principally on account of the bodily exercise which it affords" (p. 2, p. 14, p. 89).

VIII. EFFECT OF EMPLOYMENT UPON THE PHYSICAL CONDITION.

441. As we have in the first part of this Report (p. 1v) considered the general influence produced upon the health and physical condition of females employed in prolonged needlework, we shall in this place merely notice some features which are peculiar to the present division of the question. Of the whole class, the poorer order of seamstresses and needle-women, especially those who work at home or in small numbers together, such as shirt and collar makers, belt and brace making, outfitting work, &c., suffer most severely, owing partly to the excessive labour, partly to the confined and unwholesome work-place, partly to the want of proper food, many of this class being, in fact, among the poorest of the poor.

The influence of these depressing conditions, and the mode of rectifying them, is thus stated by Mr. Lord:—

"The contrast in personal appearance presented by those who work in large well ventilated rooms, when compared with the ordinary type of journeywomen and assistants, who work at home, or in small places of middlemen, is very remarkable. The superintendent of the factory at Paulico (Army Clothing Depot) states that a decided improvement in health is perceptible in a month or two after their coming there to work." (No. 212, p. 90.)

442. Another modifying condition is, that whereas among dress-makers and milliners there are scarcely any children employed, in the trades we are now considering a large number of persons of tender age are occupied, there being, as already stated, nearly 11,000 under 15 years of age. This circumstance greatly exasperates the evil, as the vital processes in early life are most active, and consequently more liable to derangement than in the adult. The following may be received as illustrations of the injurious effects thus induced:—A girl at Yeovil, who began to sew gloves before she was 9, with four or five others, says that although she was very kindly treated by her mistress, her health quite broke down, her eyes were weakened so that sometimes she could not see, and her side "hurt" her; she worked from 6 a.m. to 8 and 9 p.m. (14 or 15 hours). Another woman, who began to work at 8 years, and often for 16 hours a day, suffered very much in her health. Mr. Hill, an employer, says that the chief source of injury to health was the continual stooping (pp. 175, 176, 177). Children who work at glove-sewing at home, and at the tumbour frame, also suffer, and severely (p. 91).

443. Dr. Greenhowe, who has made a special inquiry into the influence on health of glove-making at Yeovil, in which district it is stated about 50,000 persons are altogether employed, concludes that except from working in ill-ventilated rooms for so many hours a day, there is no ostensible cause for an unusual amount of disease, but that owing to these causes, bad ventilation, overcrowding, and long hours, there is among the population of Yeovil, and particularly among females, a great prevalence of pulmonary diseases.*

444. As to the effects produced by the sewing machine, there is no doubt, from the statements of several of the young women, that it frequently affects the health and sight (p. 151, Nos. 234, 235; p. 147, No. 214, &c.) On the other hand, and this is most gratifying, as the machine is so rapidly extending, the prevailing tenor of the evidence, general and medical, is in its favour. Mr. Louge is of this opinion (p. 2), and Mr. Lord, after consulting several medical gentlemen in provincial towns where machinists are employed in large numbers, says, "the opinion of the medical profession, so far as I can ascertain, is by no means adverse to the sewing machine." This is also the conclusion at which Dr. Ord, in his inquiry, has arrived. This gentleman, after stating that injurious effects are produced in some cases, observes, "but touching the important fact, that comparing in a given room the machinists and the needle-women, the comparison as regards healthiness of appearance is greatly in favour of the machinists, there can be no doubt."†

IX. MORAL CONDITION.

445. As this second part of our Report concerns trades in many essential respects similar to ordinary industrial occupations, and especially as the interests of so large a number of children are directly involved in the inquiry, it is necessary to refer to education and morals as affected by the mode in which at present these trades are carried on.

* Third Report of Medical Officer of Privy Council, p. 190.
† Sixth Report of Medical Officer of Privy Council, p. 261.

WEAVING
AND
SPINNING.
PART II.
SPINNING,
&c.

In London
and other
towns.

Neglect of Education.

446. Speaking of the whole class, the state of education is extremely low; a remark applicable to London and the large provincial towns as the more rural districts. In fact, one of the most striking proofs of this is afforded by the experience of the large evening school of St. Mary's, Charterhouse, Golden Square, where there are 200 girls of the age of from 9 to 15, and who for the most part are employed in the shops and factories in the neighbourhood during the day. The mistress remarks that the state of ignorance is a matter of astonishment to her, as there were not more than a dozen who had never attended a day school; and yet of the 200, not more than one-third, when first admitted were able to read, write, and cipher; the remaining two-thirds not being able even to say the alphabet (p. 159, No. 283). Miss Gregg, of Monkwell Street, who employs in making chenille nets about 50 girls, says, "they are very ignorant, not one-but can read" (p. 159, No. 274). At a boot factory in Norwich, out of 20 girls, from 11 to 20 years old, seven could not read (p. 91). At a clothing and shirt factory at Manchester, two girls who were questioned, each 13 years old, could neither read nor write; and others were reported to be in the same neglected state (p. 149, No. 225). Mr. J. Dare (minister of the poor) says, at the Great Meeting day school, at Leicester the average age of the children is only 8 years and 5 months, and the average time they remain 1½ years; and yet this is a large school with a certificated master, and under Government inspection. Mr. Dare goes on to say:—

"In the majority of cases poverty is not the cause that keeps children from school, or sends them to work. Until a law is passed which will make it compulsory that all children who work shall have so many hours of school in the day, parents will be careless of education and moral training; long as they can get anything from their children's labour to spend upon themselves" (p. 167).

447. At Rochester, of 12 younger ones, most could read but very few could write; two, however, who were 12 years old, could not read, nor could one of 14 (p. 149). At Londonderry, Mr. Hogg, of the firm of Messrs. McIntyre and Hogg, shirt manufacturers and whose factory is calculated for 1,500 hands, observes, "the great defect in the people here is their want of education; but they are beginning to find that they cannot get on without it." To this evidence Mr. White adds the remark that of a row of eight girls, aged from 13 to 15, one could read well and write; the others could read among five others one aged 14 could not read, and two of the others could not write (p. 60).

448. Bad as the state of things is in the metropolis and other towns, Mr. Lord says that "it is among the glovers in country districts that the evils produced in a population which may be said to work constantly from 8 years of age, become conspicuous. The result is that the children being taken away at so early an age, and no provision like that of half-time being made, they grow up utterly uneducated, and often unable to read. The evil operation of this system is made conspicuous by the following Table (p. 177):—

NUMBER IN ATTENDANCE AT THE GIRL'S NATIONAL SCHOOLS, YEOVIL.

Age - - -		Under 7.	Between 7 and 8.	Between 8 and 9.	Between 9 and 10.	Over 10.
Old Church	- - -	66	12	16	18	9
Trinity	- - -	84	22	12	5	3
		150	34	28	18	12

Morals.

449. Where so many young persons work together, and are able to support themselves and are thus withdrawn from parental control, it must happen, as in other similar conditions, that great temptations and opportunities for immorality should exist. Upon this subject we beg to refer to the statements in the Appendix of those best calculated to judge, as employers, clergy, teachers in schools, &c. The want of respectable lodgings has been a source of great evil; and many praiseworthy efforts have been made in London and elsewhere to rectify the mischief by the establishment of "homes," where the young women are boarded and lodged. This evil has been increased of late years owing to the great and rapid development of the clothing trades, by attracting large numbers of young females to towns not provided with suitable lodgings. This, in other places, has happened at Londonderry, where the shirt trade has attained a great extension, and where, according to the valuable statement of Dr. Browne, the medical officer of health, great numbers of respectable girls from the country are obliged to seek

in small crowded houses of a low description. Dr. Browne suggests, as conducive to the moral and physical health of these young persons, the erection by the large factory proprietors of suitable lodging houses for their female operatives; which he believes would be remunerative (p. 62, No. 207 b).

WEAVING
APPAREL.

PART II.
SHEWING
THE
FACTORY
ACTS.

X. OPINIONS OF EMPLOYERS.

450. It is evident that in many of the large establishments the general system as to hours of work, &c., very nearly approximate to those of the Factory Acts, the principal difference being that where children under 13 are employed, it is usual for them to work as long as the young persons and adults; although in some factories the children are not allowed "overwork." Among the proprietors of these works there is, therefore, a general feeling in favour of moderate hours, and often no disinclination as to the application of legislative measures. Upon the whole of this question we would call attention to the very important statement of Mr. Wm. Tillie, whose firm employs, in their shirt factory at Londonderry, 1,000 hands, and, in addition, several thousands working at home, and amounting in all, when fully occupied, to 10,000 workpeople. After stating that their regular hours are from 8 to 6 p.m., or, in the winter, from 9 to 7 p.m., this gentleman observes:—

"The short hours introduced by me have been adopted by all the other houses in the trade here, or nearly as short.

"I am acquainted with the Factory Act, and had occasion to direct my attention specially to it about a year or so since, owing to a visit from a factory inspector, which led me to suppose that our factory might fall under them, though I was afterwards legally advised to the contrary. As the manufacture is carried on in this and other factories here, the regular hours being short and the overtime never carried to such an extent as to be injurious, there is, I think, no occasion for any such regulations. It is better to leave any manufacture untouched by legislation till actual need for it exists, though if real abuses of overwork, &c., do exist, it is not only allowable but desirable to check them by law, and it should be done without hesitation or scruple. I see the difficulty of ascertaining just when abuses arise in any particular employment without some kind of perpetual inquiry, which of course is not desirable. On the whole, I think that some regulations might properly be framed, which would be a security against any abuses of overwork, without seriously interfering with this manufacture as it now is. The great objection which I should feel would be to anything that involved beginning work as early as they do in factories, which I feel sure would be a great injury to the manufacture. If they come at eight, they breakfast comfortably first, and there is no loss of time for this after work has begun. I consider it much less injurious to work three hours later at night, as they do on the present plan, than to come to work regularly at six, without their breakfast. Any hour much earlier than eight would be quite unsuitable to the habits of the class of girls whom we employ, and to make them feel themselves put upon the same level as ordinary factory workers, as a change to such early hours would do, would lower their self-respect and moral tone. We endeavour to raise them as much as we can by insisting on all coming in bonnets and with shoes and stockings, and this, I believe, is a general rule in all the factories here. The good character and chastity of young females here is remarkable, if comparison be made with corresponding classes in England and Scotland. The busy time can be pretty well calculated on, and additional hands might be engaged; but this would be a loss to the regular workers by diminishing their pay.

"So far as the object of any factory regulations may be to secure education, I am strongly in favour of them, and think it desirable that all young persons should be obliged to attend some place of instruction for an hour-and-a-half daily, which they might well do after their day's work, without any interference with it. We have, however, very few children, and should have none if they were restricted to half-time. This, however, is on the supposition that the supply of labour shall continue as abundant as it has been for the last 12 years" (p. 59, No. 192 b).

451. Another large employer, Mr. McIntyre, who has accommodation for 1,500 workpeople on the premises, says, "If the hours were regulated by law, it would be good for us in this respect, it would secure punctuality. I should have no objection to being under the Factory Act if it did not tend to check the business here, where it is now well settled, and send it to other countries where labour is cheaper. We are well off as we are, and cannot tell what the effect of such regulations might be" (p. 60, No. 194 b).

Mr. Sinclair, of Londonderry, speaking of overtime, says he "thinks it would be a great benefit to prevent working late at all" (p. 60, No. 196 b).

The manager of Messrs. Schwann, Kell, and Co., shirt manufacturers, of Limerick, where there are from 50 to 100 workpeople, observes, "I think, however, that a limitation of the hours would not practically interfere with the business" (p. 66, No. 238 b).

452. A gentleman at Manchester, a crinoline manufacturer, Mr. Rylands, sen., who has had great experience, by employing 2,000 hands, thus speaks of legislative measures:—

"I can safely say I have never known an instance of injury arising from length of working hours. There was perhaps a time when the operative required protection against his employer; things are now tending to the other extreme, and before long the employer will rather require protection against his hands. I do not refer to trades unions or any such thing, there is indeed nothing of the kind with us; what I mean is the growing independence of and dislike to anything beyond ordinary work. The Saturday half-holiday, which is now almost universal here, is an illustration of my meaning. For my

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SHEPHERDSEA,
No.

own part I think an hour less every day and no half-holiday would be far preferable, it only encourages idleness, if not mischief.

"Masters of health, ventilation, cleanliness, and the like I consider very fair and proper subjects for legislative interference; many workplaces are very unhealthy, in our class of business as much as in any. Masters and men seem alike reckless of the value of life; they don't care, though the conditions of earning a high rate of wage involve disease and death in 40 years or so, if only the earnings be high, while the power of earning lasts.

"As far as regards education, I think the scheme of some preliminary educational test would work well for every kind of business; it is the appearance of inspection that creates antagonism. I am no legislator, but I should say that the employer might fairly be required to have a certificate, signed by some competent person, produced to him by the parent or child, before he employed any under some fixed age, 15 or so; and employment without such might even be made penal on the employer.

"Whatever restrictions are imposed, should be made as general as possible; to comprehend, that is, all children employed in any way in trades or manufactures, and the inspectorial system should be avoided as much as possible. An inspector, who is a kindly disposed and well educated gentleman, can get almost anything he wishes done by the manufacturer, but those qualities are not always there" (p. 137, No. 262 c).

453. Mr. Froes, the principal of a tailor's establishment in Spitalfields, employing 150 females, says that "his experience had convinced him that girls under 15 years of age were too young to work sewing machines, and that for machinists of any age, the hours from 8 a.m. to 8 p.m., with the usual meal times, one and a half or two hours, should never be exceeded; he considered that 9½ or 10 hours of such work in the day was, for the health and strength of most women, quite long enough. He knew that the people in their own houses frequently worked 16 and 18 hours a day, and believed that the tendency was now for the work to be done at home, as so many had one or two machines of their own" (p. 147, No. 215 c).

454. The head of an extremely well-ordered wholesale millinery and lappet maker factory at Manchester, Mr. W. S. Trucey, remarks:—

"On the whole, while of course I like liberty for myself, I think that the prohibition of night-work after 8 p.m. would not be injurious. The trade could do very well with the 10½ hours limitation, and, I think, with relays of these under 13; if only they would come for the half wage, that is.

"From what I know of wholesale millinery work-rooms in London, Manchester, and Nottingham, I think they want looking after, on the grounds of overcrowding and bad ventilation at all events" (p. 143, No. 210 c).

Another gentleman in the same business, employing 130 females, from the age of 9 to 30, says:—

"Our working hours are from 8 o'clock a.m. to 8 p.m.; very seldom, but sometimes later. Though I do not like it, I am obliged to work late; if I did not, others would get my orders. Should be glad to see an Act of Parliament passed to limit the hours of work in our and all trades, where young persons and females are employed, from 8 o'clock a.m. to 6 p.m. It would do a great deal of good" (p. 143, No. 205 c).

455. Among so large a number there is, of course, a diversity of opinion, and some employers, particularly small ones, are strongly opposed to any kind of Government interference. This is the view, among others, of Mr. Tillyard, jun., hoot and shoe manufacturer, Norwich (p. 171 c, No. 110). On the other hand, "Mr. Charlesworth, another manufacturer in the same business at Leicester, considered that if a regular factory system could be made to reach the worst places, the finishers, and other small work-shops, the whole trade would be benefited" (p. 167, No. 314 c).

XL.—RECOMMENDATIONS.

456. In approaching the question of applying legislative measures to this great branch of industry, embracing the welfare of nearly 300,000 operatives, and a vast amount of capital invested by the principals, we are not unmindful of the great interests involved. Neither do we exclude from our consideration the important fact that in many branches, and especially in the larger factories, the trade is on the whole in a prosperous condition.

In our First Report presented to Parliament in 1863, we gave a comprehensive summary of the principles, operation, and results of the Factory Acts after an experience of 30 years; and it is therefore unnecessary on this occasion to show, what is now indeed so generally recognized, how greatly all classes of the manufacturing community have benefited by the enlightened and humane legislation of 1833 and subsequent years. For our views upon this question we beg therefore to refer to the above document.*

457. The facts set forth in this present report establish, in our estimation, the conclusion, that whether the physical or moral condition of the children and young persons engaged in the manufacture of wearing apparel be considered, there exists, more especially in certain branches, an urgent necessity for amelioration. In the first place, notwithstanding the changes induced by the sewing machine, a very large number of children and young

* Children's Employment Commission (1863). First Report 1863, p. xxx.

persons, for whose well-being modern Legislation has been so extensively exercised, are still employed, and more particularly by small masters and mistresses, and at home, where the hours are longest. Thus, of the total number, 10,801 are under 15, and 44,365 under 20 years of age. Then as to the hours of work, although it is very gratifying to find that for those above 13, these in the larger factories are very moderate, they are not suited for children; and in addition, it is found that occasionally "overtime" is made, when the work is continued for 14 hours, and this for several weeks consecutively. But with small masters and mistresses, and in those branches in which children are extensively employed, the hours of work, as a rule, are, the age considered, excessive, and this in all parts of the kingdom, although more so in England than elsewhere. When children are sent to work at so early an age and for such long hours, any kind of useful education is simply impossible. It may be, that in many branches, no previous instruction or training being necessary, it is only the poorest and most ignorant part of the population who avail themselves of this mode of obtaining a livelihood; but, however this may be, the amount of ignorance and neglect disclosed in this inquiry ought to command serious attention with the view to its removal; and, consistently with the claims of industry, it is difficult to conceive how this desideratum is to be secured, except by the educational clauses of the Factory Act. That the health and physical development should be most seriously deteriorated by these demands on young and growing children, is a necessary result; and the appendix abounds with illustrations, especially from many who have themselves suffered from this evil system.

1. *Application of the Factory Act to large Establishments.*

458. The full details we have submitted in this report show that, as regards the larger establishments, whatever may be the particular articles manufactured, no real difficulty would arise by the limitation of the hours of work and by the adoption of the half-time system, as prescribed by the Factory Acts. In many of the largest factories, owing to the general use of the sewing machine, for which children are not adapted, only young persons and adults are employed; and as in these establishments the hours are for the most part very moderate, little derangement would be caused; and this, doubtless, could readily be met by taking on more hands when any unusual pressure arose.

2. *Range of Hours of Work permitted by Act.*

459. In the principal seat of the shirt manufacture, namely the north of Ireland, a system different from what obtains in most of the manufacturing districts of England, as to the hour of commencing work in the morning, has become firmly established, the usual time being 8 a.m. in the summer, and 9 a.m. in the winter. We have already given Mr. Tillie's view on this point, from which it will be perceived that gentlemen are strongly impressed with the conviction that it would be a great injury to the manufacture if earlier hours were enforced; nevertheless it is reasonable to expect, that the hours which experience has pointed out as most suitable to the moral and physical welfare of the young, in all other descriptions of labour comprised in the regulations of the Factory Acts, would on further consideration recommend themselves both to the employers and the employed in these occupations also.

460. Mr. Redgrave, Inspector of Factories, in his Report of 31st October 1862 (p. 12), states of the operatives employed in factories, that "they considered that the prevention of the employment of females and children after 6 p.m. as likely to be of inestimable benefit to them;" and of the factory operatives generally he states that "the few hours in the evening, and the afternoon of Saturday, are great boons, especially to women." The Inspectors of Factories have been led by their long experience to the conclusion that to extend to the whole year the existing permission under the Factory Acts, to work between 7 a.m. and 7 p.m. for half the year would, in the case of many industries where children or females are employed, be convenient, and would not be attended with any great disadvantage; but any hour beyond 7 p.m. would be too near an approximation to night-work to be free from serious objections.

With this modification we are of opinion that the provisions of the Factory Acts should be applied to all establishments for the manufacture of wearing apparel as included in this report.

3. *Application of the Factory Act to small Employers, &c.*

461. In all the branches of the sewing trades, as enumerated by Mr. Lord (p. 83), it has been shown that a large part of the work is carried on by small employers, masters, and mistresses, who generally receive the materials from the large warehouses and employ a few hands, some being adult females, but many children and young persons, in numbers

varying from five or six to 12, 20, or more, so that it is impossible to draw a line between these small employers and the larger establishments. The details we have submitted show that the hours of work in these places are unusually long and often excessive, and longer, as the rule, than those of factories. The places of work, also, are often altogether unsuited for the purpose to which they are applied, and many of them are extremely crowded and wretched; in fact, with the exception of some dangerous and especially noxious trades, as that of the manufacture of lucifer matches, it is difficult to conceive of any class of operatives where a limitation of the hours of work and judicious sanitary measures are more urgently demanded. In addition to this, to interfere with so important an industrial department only where large numbers are collected together, whilst the smaller employers in the same business are left uncontrolled, would naturally cause great dissatisfaction and have the appearance of great injustice. We therefore are of opinion that all these trades should, as regards women, young persons, and children working for wages, be placed under the regulations of the Factory Acts, subject to our remarks in §§ 145-159 of our 3rd Report, relative to the subjecting all places of work in which fewer than 20 workpeople are employed, to the local authority, for all purposes of the administration of the Factory Acts.

4. *Question of Home Work.*

462. We stated in our First Report of 1868 that in the course of this inquiry many trades and manufactures would come under our notice in which children worked at home with their parents.* This particularly applies to the manufacture of wearing apparel and especially to certain branches of it, as in the glove trade, in making chemise shirts, braces, &c., in which the children help their mothers, beginning usually at a very tender age; in fact, these are the youngest of the whole class, Mr. Lord having found some only 4, 5, and 6 years old (p. 84). Many of these children are often required to work long hours, and in some instances even longer than with small employers.

463. Such early and prolonged labour is to the last degree pernicious; it totally prevents all useful education, whilst it undermines the health and gives rise to a sickly and debilitated population. It would be superfluous to insist upon the fact that the great questions involved in this inquiry concern the age of the operative and the hours of work; the exact nature of the occupation, and the precise conditions under which it is carried on are of no moment. Considering the very large number of young children who in these trades are thus occupied at home work, and the principles of modern legislation, we are of opinion that the employment of children of tender age, whatever may be the exact conditions under which it is carried on, should be regulated in the manner we have pointed out in regard to employments of a like nature (see § 465. C.)

5. *Time of introducing the Act.*

464. Considering the extent of these trades and the number of persons engaged in them, especially children, sufficient time should be allowed for the introduction of the Act, and we conceive that the periods fixed in the 6th clause of 27 & 28 Vict. c. 61 (Factory Act Extension Act, 1864,) should be adopted in the present case; that is to say,—

During the first six calendar months next ensuing the passing of the Act, children not less than 11 years of age may be employed full time; during the first 30 months children of not less than 12 years of age, may, in like manner, be employed full time.

465. We add, for the sake of easier reference, the following

SUMMARY OF OUR RECOMMENDATIONS:—

THE LACE MANUFACTURE.

A.—DRESSING-ROOMS,—Should be placed under the Factory Acts.

Modifications.

1. Factory hours for meal-times not to come into operation until 18 months after passing of the Act (§ 51).
2. Whitewashing, &c. should not be required oftener than once in two years, unless inspector should otherwise direct (§ 53).

* Children's Employment Commission (1862), First Report, p. LXXX.

B.—WAREHOUSES.—Should be placed under the Factory Acts.

Modifications.

1. The permission given by Factory Acts to children, young persons, and women to work between 7 a.m. and 7 p.m. from 30th September to 1st April should be extended to the whole year.
2. Whitewashing (the same relaxation as above in the case of dressing-rooms).

C.—PRIVATE HOUSES.

- (a.) Where children work for their parents only, and not for wages, general enactment as follows, to be carried into effect by the local authority.

1. No child under 8 years of age to be employed at any of the processes described (§ 197).
2. No child under 13 to be employed as above more than six hours in any one day, or between the hours of 7 p.m. and 6 a.m.
3. Every child, young person, or woman employed as above to be entitled to the factory hours of meals.
4. No young person (*i.e.*, between the age of 13 and 18), and no woman, to be employed as above more than 10½ hours per day, or between the hours of 7 p.m. and 6 a.m.

- (b.) Work-rooms and "mistresses' houses" in the lace trade where children, young persons, or women work for wages, to be considered as warehouses.

To be placed under all the regulations of the Factory Acts, subject to the following

Modifications (§ 197, par. 5, 6).

1. The permission as above (B. 1) to work between 7 a.m. and 7 p.m. during the whole year.
2. The relaxation as above (B. 2) as to whitewashing.
3. Their sanitary inspection and regulation to be placed under the local authority (§ 198) (see also our 3rd Report (§§ 145–159) relating to the placing the work-shops of all the trades named in that Report, in which fewer than 20 workpeople are employed, exclusively under the local authority, for all purposes of the administration of the Factory Acts).

D.—PILLOW-LACE MAKING.

1. Children employed at pillow-lace making at home by their parents to be subject to same regulations as *supra* (a.) (and see § 241).
2. Lace schools to be under the same regulations as the work-rooms and mistresses' houses (*supra* (b.) and § 234).

THE HOSIERY MANUFACTURE.

1. The hosiery warehouses to be placed under the Factory Acts, subject to the same modifications as in the case of the lace warehouses (*supra* B., and see § 257).
2. The persons working with band-frames, whether in
 - (I.) Shops or small factories,
 - (II.) Cottages or small rooms in private houses,
 should be placed under the regulations 1, 2, 3, 4 already specified in relation to private houses in the lace trade, in regard to limiting the hours of labour for children, young persons, and women (*supra* C. (a.))
3. The places of work above named (I.) and (II.) should be subject to the sanitary inspection and regulation of the local authority, as proposed in regard to the work-rooms and mistresses' houses in the lace trade (*supra* b. and §§ 197–209).

THE STRAW-PLAIT MANUFACTURE.

STRAW-PLAIT SCHOOLS.

The same legislation required as for the lace schools (§§ 306–307).

STRAW-PLAIT MAKING-UP.

The same legislation required as for warehouses and mistresses' houses in the lace manufacture (§ 307).

LACE AND EMBROIDERY WORK IN IRELAND.

Limerick lace factories should be placed under the Factory Acts Extension Act (§ 306).
The sewing schools should be placed under the same regulations as the lace schools in England (D.)

HAND-LOOM WEAVING AND HOSIERY IN IRELAND AND SCOTLAND.

Should be placed under the same regulations as proposed for England (§§ 309-10).

THE PAPER TUBE OR "SPOOL" MANUFACTURE

Should be placed under the Factory Acts (§ 311).

THE MANUFACTURE OF WEARING APPAREL.

I. Dress-makers, mantle-makers, and milliners.

1. Places of work to be subject to medical inspection under the local authority, with power to direct suitable sanitary measures (§ 395-6).
2. Hours of labour to be, for the 1st year after passing of the Act, between 6 a.m. and 6 p.m., or between 7 a.m. and 7 p.m., or between 8 a.m. and 8 p.m.; after the 1st year, between 6 a.m. and 6 p.m., or between 7 a.m. and 7 p.m. (§ 397-9).
3. Factory hours of meal times to be observed (§ 400).
4. Hours of actual work not to be more than 10½ per day (§ 400).

To be carried into effect by the local authority.

II. Seamstresses, shirt-makers, boot-makers, &c. (§ 456).

1. Factories, large and small, to be placed under the Factory Acts, with the same modification as to hours as in I. § 2. (See §§ 459-461).
2. Domestic work to be subject to the limitations of hours specified in the case of the lace manufacture (supra, private houses C. a. See also §§ 462-463).

Approximate number of persons employed in the trades and manufactures included in this Report.

466. These recommendations apply to trades and manufactures employing, as appears by such statistics as we have been able to avail ourselves of, the following approximate number of persons:—

The lace manufacture (§ 7)	-	-	-	-	150,000
The hosiery manufacture (§ 257)	-	-	-	-	120,000
Straw-plait making and making up (§ 300), about	-	-	-	-	100,000
Milliners, dress-makers, &c. (§ 314)	-	-	-	-	288,000
Seamstresses, boot-makers, glovers, &c.	-	-	-	-	300,000
Total	-	-	-	-	<u>956,000</u>

The numbers employed in hand-loom weaving in Ireland and Scotland the Census of 1861 does not afford the means of ascertaining, and it has been impossible to do so by personal inquiry.

To the above numbers are to be added a few more employed in the manufacture of paper tubes and in lace embroidery in Ireland not included in the above estimate.

467. The numbers of persons under the Factory Acts in 1862, according to the Return to Parliament (No. 23) for that year were 775,554, of whom 54,411 were children under 13 years of age, and 432,973 females above 13. The numbers placed under regulation by the Factory Acts Extension Act (1864) may be placed in round numbers at 50,000, of whom about 17,776 were children and young persons (First Report, § 639).

468. Should Parliament think fit to extend to the above classes of manufacture (§ 466) the beneficent provisions of the Factory Acts, or provisions as nearly approaching to them as differences of circumstances allow, a vast addition will be made to those whose physical and moral welfare are promoted by this species of protective legislation.

All this we humbly certify to Your Majesty.

(Signed) HUGH SEYMOUR TREMENHEERE. (L.S.)
RICHARD DUGARD GRAINGER. (L.S.)
EDWARD CARLETON TUFNELL. (L.S.)

2, Victoria Street, Westminster, S.W.

August 1864.

APPENDIX TO SECOND REPORT.

REPORTS AND EVIDENCE

ASSISTANT COMMISSIONERS.

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REPORT ON THE EMPLOYMENT OF FEMALES IN CERTAIN TRADES IN LEEDS AND OTHER TOWNS IN YORKSHIRE.

GENTLEMEN,

I send to transmit to you the evidence which I have obtained as to the employment of young women and girls in Leeds, York, and other towns in Yorkshire, in the following trades :—

- (1.) The millinery and dressmaking trade.
- (2.) The cloth cap manufacture.
- (3.) The wholesale clothing trade.
- (4.) The boot and shoe trade.

2. The following extracts from the census for 1861 will show the approximate numbers of the women and girls belonging to these trades in the five principal towns which I have visited.

	Leeds.		Bradford.		Halifax.		Huddersfield.		York.	
	Under 20 Years of Age.	Over 20.	Under 20.	Over 20.	Under 20.	Over 20.	Under 20.	Over 20.	Under 20.	Over 20.
Milliners and dressmakers	547	2,442	351	1,348	118	438	85	400	174	669
Seamstresses, shirt and stay makers	253	556	27	177	6	90	16	53	19	146
Cloth cap makers	179	314	2	16	2	13	10	16	—	5
Tailors' work-women	26	105	1	17	4	31	5	15	—	3
Boot and shoe makers	147	428	13	79	11	42	5	33	3	57

3. Of the milliners, dressmakers, seamstresses, &c., a small portion are highly skilled workwomen, who are hired by the year, at salaries of from 12*l.* to 20*l.*, and boarded and lodged by their employers, either in their own houses, or in lodgings. The remaining numbers include, (1), several young women and girls, who live at home, and are employed more or less regularly as day-workers, in dressmaking and other similar establishments; and, (2), a great number of persons, married women and others, who live and work at home or in private houses, for the middle and lower classes.

4. The persons employed in the three latter trades, are for the most part young women and girls who live at home and work in their employers' rooms. Several, however, of the persons employed by the wholesale clothiers and boot and shoe makers, are married women and others who take materials from these establishments to work up in their own houses.

5. In one of the principal dressmaking establishments at Leeds, there were 20 hands employed at the time of my visit, of whom six resided in the house. In the busy seasons, *i.e.*, in the early part of the summer, and in the autumn, about 20 additional hands (day-workers) would be employed.

6. Very few girls under 16 are employed in this trade, except as assistants to women who work in their own houses. Girls are apprenticed at the age of 14, 15, or 16, but receive no wages for the first year.

Sewing Trades.

Mr. F. D. Long.

A.

7. The cloth cap manufacture has increased considerably in Leeds during the last few years. The principal part of the work is done with the sewing machine. Girls of 15 years of age are sometimes taught to work these machines, but the persons employed upon them are generally over 20 years of age. In most of the cloth cap manufactories a few girls of from 10 years of age and upwards are employed in sewing, running errands, &c.

8. There are a few wholesale clothing establishments in these towns, and a few wholesale boot and shoe manufactories. The class of persons employed and the nature of the employment in the three last-mentioned trades is very similar. A few young girls of between 10 and 15 years of age are employed at simple sewing work, and in waiting on the elder workers.

9. The introduction of the sewing machine has considerably altered the system of employment in all these trades. Where the needle is the only instrument used, it is rather to the advantage of the employer to give out the materials to be worked up by the women in their own houses; but to make the most profitable use of the sewing machines it is necessary to have the hands brought into shops, and divided into the two classes of machinists and finishers. The number of hands thus employed by the clothiers, however, is still very small compared with those who work at their own houses. The two largest wholesale clothiers in Leeds employ severally 30 and 50 hands in their own shops, and from 200 to 300 out-workers.

Nature of employment.

10. The sewing machine is generally preferred to the needle by the workers, chiefly on account of the bodily exercise which it affords. The machinists usually sit at their work; but in one shop, a wholesale clothing manufactory, I found the machines were all placed so high that they required the girls to stand while at work. It appears that in all these trades the labour of working the machine is more or less frequently interrupted for short intervals. (Evid. 28-31.)

Place of work.

11. Most of the work-rooms which I visited show that the health and comfort of the workers have been well consulted by their employers. In the largest establishments the work-rooms are in the top floor of the house, with arched ceilings and other special arrangements for ventilation.

Hours of work in millinery and dressmaking houses.

12. Although some of my informants stated that the dressmakers and milliners employed in their towns were not often subjected to so many hours of continuous labour at their sedentary and monotonous employment as in London, where the demands of fashion are more inexorable, and the means of meeting a sudden pressure of work by an increase in the number of hands, less practicable, yet the evidence which I have obtained shows that the practice of working too many hours prevails to a great extent, particularly in the private establishments.

The usual hours of work, including the intervals for meals, are in some houses from 7.30 a.m. to 8 p.m. (Evid. 1.) From 8 a.m. to 8 p.m. (Evid. 5, 6.) From 8 a.m. to 9 p.m. (Evid. 4.) In the busy seasons, i.e., for about six weeks or two months consecutively in the summer, and in some cases for another four or five weeks in the autumn the hours of work are much longer. One witness says (Evid. 7), "In the months of May, June, and July, we worked until 9 o'clock on Fridays, and on Saturdays till nearly 12 o'clock." Another says (Evid. 12), "We have worked from 9 a.m. to 11 p.m. for five weeks together." The same witness had worked from 9 a.m. to 1 a.m. for five weeks together without going out except on Sundays. Another witness (Evid. 15) had worked from 6 a.m. to 9½ p.m. for two months.

In some houses both girls and women work from 8 a.m. to 11 p.m., and the latter to nearly 12 o'clock on Fridays and Saturdays in the busy seasons.

Where mending has been required in a very short time women have worked for 36 hours consecutively. (Evid. 8.)

Meal times.

13. It appears that there is in very few of these establishments any regularity as to meal times: 20 minutes or half an hour for dinner, and 20 minutes for tea, is all the time usually taken for meals in many places. (Evid. 13, 15, 14.) Except in the case of those who go home to their meals, which is by no means common in the dressmaking trade, the young persons have generally no opportunity of getting out until 8 or 9 o'clock at night. (Evid. 17.) Some mistresses allow a walk in the daytime. (Evid. 15.)

14. The superior advantages to the employed, of large over small establishments, is shown in this as in other trades. The less dependent upon individual customers the employer is, the more able is he to consult the convenience and welfare of his employes, in respect of the time within which he undertakes to execute his orders. It appears that in the dressmaking trade the short time system has been introduced by the larger drapers, and is being gradually forced upon the private establishments. (Evid. 17.)

Hours of work in the cloth cap, wholesale clothing, and boot and shoe manufactories.

15. In the other trades where, their business being wholesale, the employers are less affected by the exigencies of customers, the hours of work are more regular, and only occasionally exceed the usual 12 hours, including the intervals of 1 hour for dinner, and ½ an hour for tea. On Saturdays work generally closes in these trades at 3 or 4 p.m.

16. In one establishment in which a large number of machine hands are employed, that of Mr. Barran, wholesale clothier, at Leeds, the actual hours of work have for some time not exceeded 9½ hours. This employer has found that he can get the same amount of work done during 9½ hours as was formerly done during 10½ hours, with the advantage to the workers of having the labour of standing at their machines being reduced by one hour per day. This employer states that he found "the vigour of his hands affected by one week's overtime of 1½ hours." (Evid. 20.) In some of the cloth cap manufactories, however, it has been the custom to have recourse to long hours for several weeks in the spring seasons. In one of these establishments the regular hours of work from Easter to Whitmaside have been 15 per day, including meal times. (Evid. 23.) One witness had worked through the night four or five times. (Evid. 24.) The reason given by the employers for this resorting to overtime was that their premises were so small that they could not employ extra hands. The statements of Mr. Barran (Evid. 19), and Mr. Campbell (Evid. 35), shows conclusively that overtime is not necessary even for small establishments.

I have, &c.

FRANCIS D. LONG,
Assistant Commissioner.

EVIDENCE.

Sewing Trades.

Mr. E.D. Loane.

a.

MESSRS. RADFORD & CO., DRAPEES, DRESSMAKERS, &C., BOND STREET, LEEDS.

1. *Mr. J. Radford.*—We have all our work executed on the premises. We could not trust the delicate textures we make up out of our own shops. The dresses might be soiled, and great care is required in getting up the goods. In the case of more ordinary and cheaper goods they could be made out, and are made out for many establishments. Work can be got much more cheaply done in the workpeople's homes than in our shops. The workwomen get apprentices to help them without receiving any wages. Our trade varies immensely according to the season; the busiest time is in the spring and autumn. We have six working heads, young women of 20 and upwards, who live on the premises; they remain with us permanently. In the busy season we employ considerably more. The regular hours of work for all are from 7.30 a.m. to 8 p.m., except on Saturday, when work ceases at 5 p.m. They have one hour for dinner and half an hour for tea; they have not a regular time for their meals; they get

them at a house near, where there is not room for all at once. We have a few apprentices between 14 and 18; they are not bound. We close our shops at 6 p.m. for eight months out of the 12, and at about 6.30 p.m. during the other two months. Our customers are not the poor people. We should not have many customers come in if we kept open later.

2. *Constance Stone, dress-maker.*—I have been 15 months in this establishment. I reside on the premises. During the busy season our work begins at 7.30; never earlier. We work till 8 p.m. There are times when we work later, but we never work longer than 9, and never more than two days in the week after 8; all the girls would then work to 9. The youngest girl here now is 14 years and 6 months old. I have never had a girl under 14. No one has ever worked here without stopping for dinner and tea. I think we could do the same work in 10 hours that we now do in 11, but I do not think that all the workers would do as much.

MISS BOOTH, PARK SQUARE, LEEDS.

3. *Miss Booth, dress-maker and milliner.*—I should be very glad if something could be done to limit the hours of work for milliners and dress-makers. If all were compelled to observe the same times, I do not think the trade would suffer in the least. The work is not hard, but there is no change in it for the workers. I never take any child under 16. The girls come as apprentices; they are not paid any wages. They come at 8 in the morning and leave at 6 in the evening. They are only learners.

4. *Hannah Green, milliner.*—I have been eight years in the establishment. We have generally seven or eight young women living in the house, and there are about 12 or 14 others employed who live out. We begin to work at 8 or 8.30. We get our breakfast before begin. We dine at 1 o'clock. We take half an hour for dinner. Those who live out give over work at 8 o'clock. They never work after 8. We in the house sometimes work till 3. We generally work to 5. We don't consider that we work very long hours, but we would much rather give up

at 8. I think we could get the same amount of work done in a less time, because we should all hurry more to get it done. We have two rooms; they are excellent work-rooms. We never complain of their being too hot or crowded. This is the largest private house in the town. There are only three or four others. Most of the deapers have young women residing on the premises to make up dresses for their customers. It is not the custom in Leeds to give out work to be done at home. It is done much better on the premises. We work to 8 or 9 on Saturday, as on other days. For six weeks or two months in the year we give over at 8. There are a great many small dress-makers. I have known 20 or 30 persons who have started a little business of their own. They work themselves and employ apprentices, girls between 14 and 18 years of age, to help them. I think these persons work longer than we do. We are quite independent of them, and if our hours of work were shortened, so that we did less work in the day, they would not get any of our business.

MESSRS. SMYTHON, DRAPEES, &C., BRIGGATE, LEEDS.

5. *Leoline Gaskel, milliner.*—I have worked two years in this house. Our busiest time is at Whitenside. Our regular hours at that time are from 8 to 8. I have worked to 10 o'clock for two nights in the week. We always stop an hour for dinner and half an hour for tea. I live out and come here to work.

We are not crowded in our work-rooms. Our hours are the same as those kept in the shop. We are later on Saturday night than other nights. The shop closes at 7, except on Saturday, when it is kept open till 9½.

MRS. JOHNSON, SILK MERCHANT, &C., 168, BRIGGATE, LEEDS.

6. *Mrs. Sarah Johnson.*—I employ about 12 young women at dress-making, &c. I also send work out. Those who take work at home are generally married women, who employ apprentices or one or two other young women to help them. One of these outworkers has five or six sewing machines in her house. It is only the cheaper goods that we send to be made

out. Of the young women I employ myself, two live in the house; the others come at 8 and leave at 8. They have one hour for dinner and half an hour for tea. None of our hands work after 8, not five times in the year. When they do, it would be in getting up mourning for funerals. We never have any girls under 16. All the workers go home for their dinners.

MRS. HARTLEY, MILLINER, &C., 23, BRIGGATE, LEEDS.

7. *Mrs. Wain, milliner.*—We have three young women residing in the house, and our number of other hands would vary from 10 to 15. Our regular hours of work are from 8 to 8, but we do not begin till 8½. In the months of May, June, and July we worked until 9 o'clock on Fridays, and on Saturdays till nearly 12. New things are generally wanted for Sunday.

We are good for nothing on Sundays. We have to children under 16, and only four between 16 and 18. We do not regularly keep them so late as ourselves, but occasionally the young ones have worked to 11. Those 11 are too long, and I should wish much for shorter hours. We have an hour for dinner and half an hour for tea.

Sewing Trades.

Mr. F. B. Langbe.

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a.

MESSRS. HOWLEY, MILLINERS, &C., BOND STREET, LONDON.

8. *Mr. Francis Howley*.—I have five young women residing in the house, and about 15 to 20 others who reside out. The majority of them are over 20. The youngest is between 14 and 15. We only have one young girl. Our regular hours are from 8 to 8, with an hour for dinner and half an hour for tea. In the busy season, i.e., for three weeks in

the spring and three weeks in the autumn, they will work as late as 9. None of them work beyond the, except in very rare cases when mending has to be got up quickly, and then three or four of the best hands will work up to any time. I have known of cases where women have worked through the whole night and all the next day.

MESSRS. MARSHALL AND SNELLGROVE, HANCOCK PLACE, SCARBOROUGH.

9. *Mr. Dippy*, manager.—I do not think the hours during which milliners and dress-makers work in the country are so long as in London. I think the young women might protect themselves by making better agreements with their employers, when they go to reside in their homes. If they were to claim extra wages for overtime it would be good for them. I do not think the competition or number of workers in London would prevent their getting better terms. It is a mistake to suppose that there are so many good workers in London. We refuse orders which we cannot comfortably finish, and so do Marshall and Snellgrove in London.

10. *Miss Harriet Peckham*.—I have been seven years in this establishment. We seldom work later than from 8 to 8, but for about four nights in the season we should work to 10; I have never worked after that. Our work-room is never crowded; we have

about 15 girls and young women in it at the busiest time.

11. *Fanny Fensell*, dressmaker.—I have been nearly eight years residing in this establishment. There are two others living in the house. The number of the day-workers varies from 8 to 16. Our busiest time is from July to September. The youngest girl is between 16 and 18; we never take them under 18. In the busy time we begin at 8 and finish at 8 in the evening. The day-workers are paid extra for overtime, but not those who live in the house. We have much work to do I send for other hands, so that we are never driven ourselves to work much after 8. In London they cannot get day-workers, so that if there is much work, the women in the house must work overtime to get it done. We are not at all uncomfortably crowded, even when we have the greatest number of hands at work.

MISS SHILLETO, DRESSMAKER, &C., 29, SPURRIER GATE, YORK.

12. *Miss Mary Shilleto*.—We employ about nine hands; there are eight now with us. Our busiest times are about six weeks in June and July, and six weeks in October and November. We never begin to work before 9 in the winter; we give up now at 8. Our longest hours are from 9 to 11. For the last three weeks we have given up at 8. The day-workers never stay beyond 10, and only during two months in the year do they stay so late as 9, i.e., for every night consecutively. In case of morning orders they work later. None of our hands work later than we do ourselves. We have three girls of about 17 or 18, none younger. We have not worked later than 11 twice in the last year. We have worked from 9 to 11 for five weeks together. We dine with our assistants. Our dinners are not taken at regular times. We refuse orders sometimes; we refused one yesterday. A lady wanted a dress made in two days because she was going away. There is a difficulty about getting extra hands when we have much work

to be done; it is not easy to get good hands, and is much more expensive. The sewing machines certainly save labour. We have not worked so long since we had them as before, and we are able to do our customers' things in a shorter time now, without working extra hours ourselves. The young women who live with us often leave off work at 5 o'clock, and go out to see their friends. They go away at Christmas for three or four days or a week, without any deduction from their salaries. We work in the same room with our assistants. I used to work at an establishment in York which is not as extensive now. I have worked there for five years together from 9 to 10 at night, without going out at all except on Sundays. I do not think any work so long hours now. I think the sewing machine has done much to stop it, and the trade is more divided. The shop I worked in was very fashionable, every lady went to it.

MESSRS. LEAKE AND THOMP, DRAPERS AND MILLINERS, PARLIAMENT STREET, YORK.

13. *Annie Manton*, milliner.—I have been five years and more in this establishment. I live at home and come here to work. I come at 9 in the morning, and go home at 7 o'clock in the evening in winter and at 8 in the summer. I have worked to 9 or 9½ for one or two days in the week for about five weeks together in the spring. Most of the young women

here go home. I dine here. There are about six or seven apprentices. They all go away to dinner at tea, and stay away an hour each time. We generally take about 20 minutes for dinner and a quarter of an hour for tea. I have never heard any of my friends complain of being worked too late.

MESSRS. PURDY, WHOLESALE AND RETAIL MILLINERS, &C., SAMSON SQUARE, YORK.

14. *Louisa Webb*.—I have been here 2½ years. I live out and come here to work. I come at about 8½ and go away at 8 in the evening. I have never stopped to 9 except on Saturdays, and then I have

stopped to 10. I go home to dinner. We have an hour for dinner and half an hour for tea. That is a regular agreement with all of us.

MRS. WINN, DRESSMAKER, &C., COSEY STREET, YORK.

15. *Mary Ann Flood*, dressmaker.—I have lived here 11 years. There are two other young women living in the house; the youngest is 17, the others are all over 20. Our regular hours are from 8 to 8. We sometimes begin at 6 o'clock in the summer and work to 9 or 9½. We work these hours for about two months in the summer every day in the week. We have our meals regularly. We generally stop about half an hour for dinner and 20 minutes for tea.

We generally get a walk sometime in the day, even in the busiest time. I have had an hour for the fortnight every day between 10 and 12 in the morning. I know one or two places in York where the young ladies go out for walks in the day-time. I do not know whether it is common in other places.

[N.B.—This witness was the niece of the mistress of the establishment.]

MESSRS. GIBSON AND BOYCE, DRAPEES, DRESSMAKERS, &c., PICCADILLY, BRADFORD.

Sewing Trade.

Mr. F.D. Long.

a.

16. *Mr. Boyce*.—We have employed dress-makers in connexion with our shop business for about two months. We have six young ladies resident, and we employ about 14 others. Our hours of business are from 7 A.M. to 7 P.M., but the milliners and dress-makers do not come till 9 o'clock. They have never sold later than 8 P.M., except on Saturdays, when we do not close our shop till 8, and then they stay a few minutes later. I believe we get better hands by

the short-hour system. We do not give an hour for dinner; they generally stop work for about half an hour for dinner, and the same time for tea. I believe Bradford is better than any other town in England for early closing; all the principal shops in the town are closed at 7 P.M., except on Saturdays, and then most of them are closed at 9; some not before 10 or 11.

MRS. LUMB, DRESSMAKER AND MILLINER, HORTON ROAD, BRADFORD.

17. *Mrs. Lumb*.—I have two dress-makers living with me, and I employ about 12 other day-workers. Our regular hours of work are now from 9 A.M. to 8 P.M. We frequently give up at noon on Saturdays. The day-workers always go away at the regular time, unless I ask them to stay longer. I do not think we have ever kept any of the day-workers beyond 9 P.M. even in the busy seasons. We keep the same hours throughout the year. It was only yesterday that we changed our hours to 8 P.M., instead of 9 P.M. My reason for

doing so was that the young women requested it, and because the hours of work at the drapers' establishments are only from 9 o'clock to 7. My young women always have an hour for dinner and another hour for tea. It is certainly not the custom for the young women who live in the houses of dress-makers to go out for walks in the daytime. They can go out at 6 o'clock at night, and are sometimes sent out on business in the daytime.

MR. HOLMES', DRAPEE AND MILLINERY ESTABLISHMENT, DARLEY STREET, BRADFORD.

18. *Mr. Holmes*.—We have five young women, who we hire by the year; they live in lodgings which I provide for them. I employ about 14 or 16 other day-workers. Our regular hours are from 8 A.M. to 8 P.M. They have an hour for dinner, and another hour for tea at 3 o'clock. None of our hands would work beyond these hours for so much as six weeks in the year. They have all a fortnight's holiday during the year. They cannot get out during

the day, except occasionally. None of us can. It is a custom doing for young women to ask an employer what his hours of work are before they hire themselves. The hours of work in the country are nothing to what they are in the West End houses in London. One young woman told me her usual hours were to 1 or 2 o'clock in the morning in a West End house where she had been employed.

MESSRS. SCOLEFIELD AND RICE, MANIFOLD MANUFACTURERS, EAST PARADE, LEEDS.

19. *Mr. J. Rice*.—We employ about 50 hands, principally in making mantles. About 30 of these work on our own premises. They are all young women; only two are under 18. Young girls would be no use. It takes about three months to learn the sewing machine. Young girls could work it; but it would never be to the interest of the employer to employ cheap labour at the machines. I should say there are not many

young girls employed at the sewing machines anywhere. Our hours of work are from 8 A.M. to 8 P.M. in summer, and from 8.30 A.M. to 7 P.M. in winter. These hours are very rarely exceeded. I do not suppose we worked a week's overtime all through the summer. We never worked more than an hour overtime each day. In the winter we never have any overtime.

MR. J. BUCKLEY, CLOTH CAP MANUFACTURER, BOND STREET, LEEDS.

20. *Mr. J. Buckley*.—We have 20 girls under 18 employed at the sewing machines. We only employ young women at this work. After two or three months they are sent from 8s. to 14s. a week, according to their skillfulness. We only employ young girls for sewing the lining and the leathers on the caps. We never had so many young girls as we have now; we have six under 18. The sewing machines have diminished the labour of the older girls. Before the machines were introduced all our work was done out. The mothers made the caps at home, and got their children to help them. I should not object to the Factory Act being extended to our trade. I am enlarging my rooms, and building a dining-room for the girls.

21. *Mary Anne Kites*.—I am going 10. I have

worked here about four or five months. I come at 7 and go away at 7. I don't think I have worked after 7 once since I have been here. I get 1s. 6d. a week. I run leathers, and lines. I can't read. I have been a week at school.

22. *Mary Elizabeth Chodwick*.—I am going 18. I worked at Marshall's dux mill from the time I was 10 years old to a few months back. I worked in the hocking room. I gave it up because I began to get poorly, so I came here. I like this work better. I go away at 7. I have never stopped after 7. I was three years at school as a half-dinner. I did not learn to read. We only learnt to read half an hour every other day. Some learnt to read. We used to sing.

MR. J. SUNDERLAND, CLOTH CAP MANUFACTURER, 38, ALBION STREET, LEEDS.

23. *Mrs. Sunderland*.—We have about 85 young women working on the premises; about half these are machineists, and the other half finishers. We have none under 13. They are 16 and 15 to us under 14. We have three between 14 and 16, and four about 16 or 17. Besides these we employ two men to make caps for us. They are Germans. They employ girls to help them at their own homes. Our regular hours are from 8 to 8. We used to work from 8 to 9; since we have reduced our hours (about three years) I do not think we have had less work done. Of course the girls must be kept up to their work more. Those

who live at a distance have half an hour for breakfast after they come. All have an hour for dinner and half an hour for tea. For six weeks before Whitmaside we are very busy, and hitherto we have had overtime. They have worked from 6 to 8 from Easter to Whitmaside. The girls get extra wages for this overtime, from 2s. to 3s. per week. The girls prefer working overtime to having additional hands brought in.

24. *Emma Tensie*.—I have worked 14 years for Mrs. Sunderland. Our busy time is from Easter to Whitmaside. During those weeks we have worked from 6 in the morning to 9 at night. I have worked

Sewing Trades. all night four or five times. I was not much the worse for it. I had to lay in bed all Sunday. I have never stayed away from work more than three weeks since I have been here.

Mr. J. D. Long.

a.

25. **Anna Sellers.**—I have worked about five years for Mrs. Sanderson. I have only stayed away two

days for illness since I have been here. I have never worked all night. When we work overtime we get extra pay. I think I would rather work overtime and get the extra money than that other woman should be brought in to do the extra work.

MR. G. REDDINGHAM, CAT MANUFACTURER, TRINITY STREET, LEEDS.

26. **Mr. G. Reddingham.**—I employ about 30 young women and girls. None of them are under 13. The youngest are between 14 and 16. We have about 30 under 18. We have only two out-workers; they are married women. Our busy time is about one month before Whitsun. All our hands are paid day wages. They run from 2s. to 10s. per week. We have never worked through the night for the last five years. The machines have saved all that. Every year there are more sewing machines used. I think it will come to this, that the hours of work will be limited by law. I heard the other day of some one in our trade who was going to work from 6 to 9 to get up an order.

27. **Emma Worthington.**—I have worked here three years. I come at 7½ and go away at 7½. These are our usual hours. At Whitsun we have overtime from 6 in the morning to 8 or 9 at night. All the hands work these hours then. All get extra pay for the overtime. Once or twice the older hands have

worked to 10. We have breakfast before we come; we stop an hour for dinner and half an hour for tea. I do not think the long hours at Whitsun have ever knocked any of the girls up. I have never stayed away for illness once that I know of. We give over at 3½ on Saturdays.

28. **Mrs. Brown.**—I have worked a sewing machine six years. I worked for a ready-made tailor before that. I generally work from 7½ to 7½. I would just as soon work all day at the machine as with my needle. I rather prefer the machine. We rest quite as much with the machine as when sewing. We have to stop to fill the bobbin, and change the work; with some work we are constantly stopping. We never could go on for a quarter of an hour without stopping at sewing saps. I think the exercise is healthy; we work with both feet. I used to wait at Mr. Dore's at Halifax. We never worked later than 5 then.

MESSES. HYAM AND CO., WHOLESALE AND GENERAL TAILORS, &c., BRIGGATE, LEEDS.

29. **Mr. Holday, manager.**—We employ about 30 young women as machinists and finishers on the premises. They are employed entirely in the shipping and wholesale departments. We have men besides employed in the order department. We also employ several out-workers in the wholesale department. We have nearly 200 out-workers. They are men; they take the work and get their wives and children to help them. The wages of the in-door workers are 20

per cent. higher than those of the out-door workers. One reason is, that the employment for the out-workers is a lower class of trade, and more regular. They can, however, earn more money at home than the in-door workers. The hours of work for the men on our premises are from 6 to 8. The women work from 8 to 8. Our men can earn 22 or 24 10s. in the week, but some only earn 10s.

MR. JOHN BARRAN, WHOLESALE CLOTHIER, ALFRED STREET, LEEDS.

30. **Mr. J. Barran.**—I employ about 50 young women on the premises, and between 200 and 300 out-workers. The latter are all women employed by me; they work in their own houses. All these hands are women and girls from 14 years of age to 40. I think the regulation by law of the shops in which young women are employed, both as to the state of the shops and the hours of work, would be very beneficial to the health and morality of the persons employed. I think their hours of work ought to be restricted to 10 hours per day. We only work our hands about 9½ hours per day, i.e., from 8 A.M. to 7 P.M., with one hour at 1 o'clock for dinner and half an hour at 4 o'clock for tea. My hands are all hired to work from 8 to 8, but it is an understanding between us that if they keep ahead of their work they may leave at 7, and in effect they all do leave at 7, and the place is closed at that hour. The young women employed on the premises are nearly all machinists; I think the machine work is more laborious than the hand sewing. I do not consider that my trade would suffer by my being prevented from recourse to overtime even for a few days. I found that a week's overtime of 1½ hours per day affected the vigour of the hands. I do not consider that occasional overtime is necessary even for persons beginning business, when their premises are small and their hands are few. I began in a very small way, and I have never had recourse to overtime

for more than a fortnight. I do not think an absolute restriction of hours would hinder a man getting on in his business. In my retail business I only employ men. They are very irregular. It is more profitable for employers who have sewing machines to have their machine work done on the premises than by work people at their own homes. For instance, if we put 1s. for making a pair of trousers to an out-worker, we should be able to get the same work done for somewhat less in our own shops, and the small difference accumulates in a large quantity of goods, so that the profit becomes considerable.

Our business does not depend much upon orders; we make our goods in anticipation, and send out our travellers and sell our work.

31. **Ellie Lyndley.**—I have worked here three years. I work a machine. I come at 8 and go away at 7. I have one hour for dinner and half an hour for tea. I prefer working with the machine the sewing with the needle. I do not think it is hard work. I used to work at Scrofield and Black. I worked there from 8 to 8. When I first went I was from 8 to 7. They changed because they said other shops worked to 8. I do not think we did much more with the extra hour; we might have done a little more. I once or twice worked there from 7 to 10; not more than twice; often from 8 to 9 and 8 to 10 for four days together; not more than that.

MESSES. STREAD AND SIMPSON, BOOT AND SHOE MANUFACTURERS, KIRKGATE, LEEDS.

32. **Mr. Simpson.**—We employ about 40 to 60 hands on the premises. We also employ about 20 women who work at home. They make slippers, the cheapest class of work. They are married women. Their pay is very small, they earn from 1s. 6d. to 1s. 6d. per day. There are several men in the shoe trade who have machines of their own, and employ children,

their own and others, in their own wretched cottages. I have been much struck with the improvement in the manners and appearance of the shoe-workers since they have been brought into our shops. We used to put the men to work in our shops, but they would not.

33. **Mrs. Low, finisher.**—There are about 200

or four girls under 13 working here. There are about 40 women altogether in the two rooms. The little ones have the work for the sewing machines, or wind bobbins, or carry the work from one room to the other. The younger girls get about 2s. or 2s. 6d. a week; 11s. is the highest wages any of us get. Our work has been pretty regular throughout the year. We have not worked to 8 more than two or three times. On Saturdays we always give up at 4. We consider it quite healthy work. I think all the

little ones can read. I do not think all the big ones can. *Sewing Trades.*
 34. *Nelly Froisher.*—I am going 14. I was going 11 when I first came. I used to have when I first came. I work a machine now. I begin at 8 and give over at 7. I have one hour at 12 o'clock for dinner, and half an hour at 4½ for tea. I have never stopped after 7. I can read a bit. I have worked the machine a year. I don't think working the machine is harder than sewing. *Mr. F.D. Loage.*

MR. ERIKIAN GLEDHILL, BOOT AND SHOE MANUFACTURER, BEDFORD STREET, LEEDS.

35. *Mr. E. Gledhill.*—I employ between 60 and 70 young women on the premises, and about 80 men and boys in my shops in Park Lane. The young women are fitters and machinists. We work from 6½ to 6½. For six weeks or two months before Whit-sonide the hours are from 6½ to 8. We never work after 8. We have no girls under 13, and not more than 10 between 13 and 18. The women have half an hour for breakfast at 8, and an hour for dinner

at 12 o'clock. Each man in the other place employs one boy. The boys are called springers. They sell the shoes on. There are about 20 boys there now. In the busy season we should have 30. I am now arranging for those men to take their work home and do it at home. All the finishers work at home now. Boys are of use to the finishers, but I don't know whether they employ them or not.

MR. CAMPBELL, CLOTH CAP MANUFACTURER, ALBION STREET, LEEDS.

36. *Mr. Campbell.*—I have only started this business four years, and I do not think that a law absolutely preventing our working overtime would at all prejudice my business. The advantage of having the sewing machines worked on one's own premises is so great that I do not think that such a law would hinder the employment of machinists in our shops, or lead to

the employment of out-workers. I employ now about 25 hands in my own rooms, and the same number out. The out-workers are not machinists. Our hours are from 8 a.m. to 7½ p.m. in the winter, and in the summer months from 7½ to 7½, with one hour for dinner and half an hour for tea.

THE MANUFACTURE OF PAPER TUBES IN THE WEST RIDING OF YORKSHIRE.

GENTLEMEN,

1. The manufacture of spools or paper tubes for the worsted yarn spinners, constitutes a comparatively new trade, in which the hands consist almost entirely of children, for the most part girls, of ages varying from 7 to 13.

2. Spools are small paper tubes made to fit the bobbins on which the yarn is wound on the spinning frames. In packing the yarn for exportation, a great saving of expense is effected by substituting the light compressible paper tube for the wooden bobbins.

3. The process of manufacturing these tubes is extremely simple. A few children and an overlooker are all the hands required. Each child is provided with an iron rod, of the same diameter as the bobbins, paste and paste-brush, and a packet of small square pieces of paper. The child pastes one side of the paper, folds it round the rod, and the spool is made. The children drop the spools into baskets, which are carried off by the overlooker. He sorts the spools, gives back the bad ones to be remade, and dries the perfect ones in a stove. After being dried, the spools are ready for use. A quick child makes about 5,000 spools in a day. In some shops the children sit, in others they stand as they work.

4. This trade is principally carried on in the parishes of Keighley and Bingley, near Bradford. There are about 10 separate places of work in this neighbourhood, five of which I have visited. I believe these tubes are also made in the same way at Glasgow, in the north of Ireland, and in other places, but not to any great extent. The employers expect that the trade will increase considerably in a few years. There are about 250 children employed in the neighbourhood of Bradford at the present time. The majority of these children are girls between 8 and 12 years of age.

5. These children are now working about eight or nine hours per day, exclusive of meal times, &c. from 7 a.m. to 5.30 or 6 p.m., with half an hour interval for breakfast at 8 a.m., and an hour for dinner at 12 or 12.30 p.m. In one shop the children leave work at 4 p.m. On Saturdays work ceases in all these shops at about 1 p.m. These hours, however, have been considerably exceeded, and probably will be again exceeded when the demand increases. (Evid. 2.) The children have worked from 6.30 a.m. to 7, 8, and 9 p.m. (meal times excepted.) (Evid. 2, 3, 4.)

6. The children are all hired and paid by the master; the rate of payment is 1d. or 1½d. per lb. of paper. A pound of paper contains between 500 and 600 pieces. The quickest and most persevering children can earn 6s. in the week. At the present time their average earnings are about 3s.; the younger children earn about 2s. (Evid. 7, 10, 11.)

7. Some of the shops which I visited were on an upper floor, dry, warm, and well ventilated. In one case the children were distributed through the rooms of an old house. In another they worked in part of an old barn. Most of these shops are in buildings the other parts of which are used for other purposes. One shop is in a large paper warehouse, another is over a weaving shop.

The Manufacture of Paper Tubes.

Mr. F.D. Loage.

Number and ages of children.

Hours of work.

Hiring and wages.

State of place of work.

The Manufacture of Paper Tubes.
 Mr. F. D. Longe.
 A.
 Evils of the present system.

8. Although the children in the shops which I visited appeared to be happy and enjoying their occupation, they are far too young to be employed for many hours day after day at the same monotonous and incessant labour, while they are necessarily deprived of almost all education; of 11 children between 10 and 14 (the oldest children I saw at work) only one could read, and only two had ever been to a day-school. Of 15 of the younger children, of about 8 and 9 years of age, only two could read, and they were the children of the foreman, who were working half days, and going to school during the other half days.

9. At Messrs. Forster's Mill, at Queensbury, near Bradford, the spools used by the firm are made in the mill. About 50 little boys, all between 8 and 11 years of age, are employed in relays at this work, under the regulations of the Factories Acts.

10. Some of the masters at Keighley and Bingley are desirous of having the regulations of these Acts extended to the children employed in their shops. They consider that the half-time system would be very beneficial to the children, as well as advantageous to themselves, if they were all compelled to observe it. The work being so simple and uniform, could easily be carried on by relays; and they have found that under the present system the children are irregular as to the time of coming to work, and liable to waste time while at their work, particularly in the afternoon. They anticipate more regularity and assiduity from the children when working under the half-time system. In these shops there are already a few voluntary half-timers, but the masters would not be able to carry out the system generally without slightly raising the rate of wages. In order to do this they would wish to indemnify themselves by raising the price of the spools, which they would have no difficulty in doing if they were all compelled to observe the same system.

Leeds,
 December 1865.

I have, &c.
 FRANCIS D. LONGE,
 Assistant Commissioner.

EVIDENCE.

MR. W. HANSON'S PAPER TUBE MANUFACTORY, BINGLEY.

1. *Mr. W. Hanson.*—I think it is quite necessary that the children working for me should have schooling, and I should not make objection to the application of the Factories Acts to this trade. I could not conveniently carry out the half-time system myself unless all the other masters in the trade assented. I consider that 10 hours work per day at the work at which these children are engaged is too much for children of their age. It must be injurious to their constitution. They are paid by the quantity of work they do. The work is quite incessant, i.e., if they are willing and able to keep on working all the time, there is nothing in the nature of the work itself to require their stopping. They can earn from 2s. to 4s. or 5s. per week. A woman could not earn so much, she could not work so quickly.

2. *William Simmons, manager.*—This shop has been working not quite 12 months. The children make spools for the worsted yarn spinners. Our numbers vary from 20 to 40. We have now about 26 girls at work. The best hands are between 8 and 12 years of age. I do not think we have more than one child over 15. The hour at which they begin in the morning is sometimes 6.30, sometimes 7, and now it is 8. They get breakfast now before they come. They never come before 6; they generally begin at 6.30 in summer, then they have half an hour at 8 for breakfast. They always have an hour at 1½ for dinner. They all go home for dinner, and generally for breakfast. When they begin at 6.30 they leave off at different times; sometimes at 5 p.m., and sometimes not before 7 p.m. They have never worked after 7 p.m. here that I can remember. We have been giving over lately at 5 and 5.30 p.m. They generally go home to tea when they work to 7 p.m. No heat is required in the room, but the stove used for drying the spools throws out heat. If the demand for spools increased, the children would work longer hours than they are doing now. Two years ago there were only four factories of this kind, and then the demand was so great that some of the shops worked much later hours (last winter for instance) than they are working now. I know that in one shop the children have worked for some days together from 6 a.m. to 8 p.m., and for weeks together from 6 a.m. to 8 p.m. I know that

children who have been at work in the factories up to 6 p.m. have gone to work in the spool shops after they left the factory. I have had cases when mothers have wanted me to allow their children to work here half the day and go to school the other half; we had one quite lately. I have no fear of our being able to get the two lots of children. The only inconvenience about carrying out fully the regulations of the Factory Act would be, that we could not discharge all the children at the same moment. They could all leave for meals at the same time, but in leaving at night each child has to be settled with separately, and it takes about half an hour to settle with all of them. Each child gets 1½d. for working up one pound of paper. One pound of paper contains about 600 pieces. The common price given is only 1½d. per pound.

3. *Henrietta Henton.*—I am going 14. I have worked at speed making three months here and three years at Crabtree's. I come at about 7 in the morning and leave at about 5 in the evening. I have never stopped here longer than 5. I go away for breakfast and dinner. I have earned about 4s. I can't read. I worked 14 months at Anderson's factory. I went to school for half the day there. I could read the Testament then. I never was tired at making tubes either at Crabtree's or here, but I was at the factory. I used to spin. Half a day spinning at the factory is harder work than a whole day here. I get 1s. 6d. a week at the factory.

4. *Mary Widdow.*—I am going 8. My sister works here with me. I come at 3. I don't come before because mother wants me to finish milk. I always go away with my sister, sometimes at half-past 4. I was more than a fortnight at school. I have one brother. Three of us are dead. Father is dead. Mother is not well; she cannot work.

5. *Elizabeth Widdow (sister of No. 4).*—I used to work at the mill as a spinner. I am just 13. I think half a day working at the mill is harder than a whole day here. We sit here. I was not strong enough for the mill. I and my little sister earn 4s. between us sometimes. My brother earns 8s. 6d. Mother has relief.

MESSRS. CRABTREE'S PAPER TUBE MANUFACTORY, BINGLEY.

6. *Thomas Smith, manager*.—We have 49 children making spoels. We don't like to take them under 8 years of age. We have three as old as 14 or 15. Of the children now here 10 or 12 are boys. The earnings of the children for the week vary from about 2s. to 6s. We begin at 7 in the morning and close at 5.30 or 5.45. We stop for half an hour at 8 and an hour at 12.30. All are away by a quarter to 6 in the evening. We have had no children working beyond 6 during the last summer. We have worked later. We have worked to 8 o'clock for a month at a time; but I do not remember any child working as late as 9 p.m. We do not work overtime now, because there is no necessity for it. If there was a pressure we should of course work overtime, i.e., to 8 p.m. I think the half time system would be better for the children; they ought to go to school. I do not think there would be any difficulty in getting the children. A child of 8 or 9 years of age earns about 1s. 3d. in the factory. I think two lots of children would be able to make more spoels in the 10½ hours allowed by the Factory Act than one lot working the whole day, as now. I think a half time at this work would be able to earn nearly if not quite as much in

the week as they do in the factories, without any increase of the rate of wages; but if it was necessary to raise the rate of wages, a higher price could easily be got for the spoels.

7. *Martin Jane Slater*.—I am going 9. I came to work last Bingley fair. I came at 7 and leave at 5½. Sometimes we work over. I have never worked over. Mother says I must go to mill next Bingley fair. I like this better than the mill. Mother says I can leave summer at school when I go to the mill. When I go home now I am not tired. I help mother to wash up. I go to bed at 8. I have two brothers and one sister. I can earn 3s. 6d. in the week. I have earned that three weeks running. I get 1d. for a pound of papers.

[I examined 15 children of ages varying from 8 to 12. Only four could read at all, and two of these were the manager's own children, who went to school for half the day. Of 11 children between 10 and 14, only one could read; two or three only had ever been to school.]

MESSRS. CRABTREE'S MANUFACTORY, MICKLETHWAITE, NEAR BINGLEY.

8. *William Eccles, manager*.—I have 28 children now at work. We begin at 7 and give over at 4 in the afternoon. We use no lights, either in the morning or afternoon. All the children go away at 8 for breakfast and at 12 for dinner. Most of the children

are about 8 or 9 years of age. The youngest would be about 6. Four or five would be about 11.

[Of the seven children present at the time of my visit, not one professed herself able to read.]

MR. W. AMBLER'S PAPER TUBE MANUFACTORY, KEIGHLEY.

9. *Mr. W. Ambler*.—The best age for speed makers is about 10 or 11. We have none less than 8. The average earnings of children of 10 to 12 would be 5s. or 6s. throughout the year. A child of 8, after a few weeks, would earn 6d. a day. On children work standing. It is better for us and for them. They are not so liable to become bent. Our hours here for the last seven or eight months have been 7 in the morning to 5.30 in the afternoon. As one time we worked them to 8 or 9, but I found that the children could not keep on at such long hours, and that with a little pushing we could get as much work done with shorter hours. I consider that if we had two lots, more work would be done by the fresh lot in the afternoon than is now done by the children who have been working in the morning. I undoubtedly wish to have our children work under the Factory Act regulations. It would be better for us. They would be more regular in coming, and would work more regularly when here, as they would have such a short time to earn their

wages in; and of course it would be for their good as well as ours. Spoels might be made by the children at home, and have been made in private houses, but I do not think that they could be made advantageously in this way. Paper bags can be made out just as well as in shops. The same class of children can make bags as make tubes. My father employs his tube makers to make bags sometimes. The work of making paper bags, and little paper boxes, pill-boxes, &c. is very much the same as that of making paper tubes.

10. *Annie Thompson*.—I am 8½. I have worked here about one month. I went to National school. I can't read so much. I come at 8½ now. I go away at 5½. I never stopped after. When I got home I knit till 8. I knit stockings for brothers. I have no father nor mother. I did 1s. 11d. last week. I am not tired of standing in the evening. I go away for dinner.

MESSRS. RAMSDEN & DICKENSON'S PAPER TUBE MANUFACTORY, KEIGHLEY.

11. *Mr. Edmund Dickenson*.—I do not think that the parents would ever employ their children at making spoels at home, even though they could only work half days in our shops; they would require to much looking after; and besides, they could not dry the spoels properly. I think, however, that if the half-time system was made compulsory in our trade, the parents would not send their children here at all,

as they could not earn enough wages. The average earnings of girls of 8 and 9 now are about 1s. 6d. per week; but at a mill the half-timers of that age earn about 2s.

12. *Anne Wright*.—I am going 8. I have worked here about three weeks. I do 1s. 1s. sometimes. I come at 9 and go away at 6 at night. I have stopped after 6. I never went to school.

13.

Bingley, near Leeds,

Mr LOMB, August 7th, 1861.

In glancing down one of the columns of yesterday's Times my attention has been caught by your motion in Parliament for "An inquiry into the employment of young children, &c."

Your Lordship will not take it amiss, perhaps, if

I suggest one system of employment of children, which deserves to be investigated by every consideration for their good. I mean that which occurs in paper manufactories, and especially that which occurs in the spoel-making workshops. Your Lordship may, possibly, never have heard of the latter; and I may be permitted to describe their character.

A 4

The Manufacture of Paper Tubes.
—
Mr. F.D. Jones.

The Manufacture of Paper Tubes.
—
Dr. F. D. Longe.

a.

The speed shop is a place where children are employed in making speeds, or paper tubes, for the worsted yarn manufacturers. These speeds serve instead of wooden bobbins on account of their lightness and cheapness, and upon them the yarn is wound for export to foreign markets. Some months ago I visited one of these workshops, of which there are, I believe, three or four in the neighbourhood. The place is low situated, and a low built room, once a milk-kie. There were 30 or 40 children sitting at each side of three long planks or tables; at one end of the room is ranged a series of drying frames, kept by means of hot air at a high temperature, night and day. Altogether an unclean, a crowded and ill ventilated place. The children's ages varied from 5 years to 13 and 14, but for the most part they would be about 7 or 8. They were of both sexes. The work of each consists in plastering with flour paste one surface of a square of stiff paper of about three inches, and then in neatly folding this around a cylinder of wood of finger thickness; one end of the wood is secured around the child's neck, and the other end, which is free, rests against the edge of the table, being pressed thereon by the breast of the child while folding, and again quickly jerked aside to slipping off the tube. To each child is weighed out a pound of these paper squares, for by weight is the amount of its work and the worth of its labour reckoned. The child takes its seat with its pile of papers; on its right hand is a basin of paste; with a brush it smears 20 or 30 of these squares one after another, and then, in the case of an expert, folds each one of these on the rod with a wonderful rapidity. As each tube is slipped off the rod it is dipped into a basket on the floor, and so on, until the pile is finished, and another pound of paper served out. The baskets are emptied by the overlooker on the heated frames, where the tubes dry and stiffen into the speeds in 24 hours.

This is the manufacture of speeds, and supposing your Lordship to be unacquainted with the process, it was necessary to explain something about it.

Now, as to the children. They are varied, at whatever early age their parents choose to have them employed, provided they have or can secure secure dexterous use of their fingers. All depends on this, and upon unwearied attention. Their little hands and their eyes must work with the speed of machinery, or their labour would be worth nothing to their parents or master. Their hours of labour are from 7 a.m. to 5, 6, and 7 p.m., according to the necessities of the master, but on Saturdays the shop, as a rule, closes earlier. I forget what time for meal stoppages they have. Some of the children earn 1s. 4d., some 3s., and some 5s. per week; and one little girl of 11 years, whom her master treated of as a very model hand for industry and manual swiftness, can sometimes earn between 6s. and 7s.

I am myself the certifying surgeon under the Factory Act for the district, and have about 25 mills belonging to it. Several of these I visit weekly and some fortnightly; and as my business there is concerned with the physical attitude of children for labour, and incidentally with their education, their habits as a body, their occupations, and their condition of mind and body has been a study to me, if nothing else. I speak from this experience when I say to your Lordship that I know no place of labour so dreary and crippling to the bodies and minds of these

children like this of the speed shop. And how hopeless to speculate on the prospective state of their morals, when one considers the complete neglect of their education, the wearisome strain day by day of their muscular system, and the want of home comforts and protection, which it is reasonable to infer from the inconsiderateness of their parents in subjecting them to toil so early.

At a mill in my district, two months since, a tall girl of 14 years offered herself for a certificate to work full time. I did not catch her name easily, and asked her to spell it for me. This she could not do, though the name was no more difficult than Dumberry. It is a saving exception ever to find a child of 14 requesting to be passed full time after having worked as a half-timer, and unable to spell his or her name. I therefore inquired of this girl her antecedents, and found that she had for several years been working at the speed-shop, and now she had left because she had grown too big to work there amongst little children without shame. I think this as guilty an evasion of the Factory Act as could well be.

I remain, &c.

H. GRAYNOR KARNTHAW.

The Earl of Shaftesbury.

Bingley, near Leeds,

July 27th, 1863.

MR LOBO,

NINE two years since I took occasion to bring to your Lordship's notice a branch of industry extensive and extending in this district,—the paper tube business, and the hardships inflicted on children employed therein. Various representations have been made to the authorities on the subject, with a view to show the importance of the trade, the numbers of children of tender age, who are the chief workers in it, their long hours of labour, ill-health, neglected education, &c. Yet I observe that they seem to be rigidly excluded from the benefits contemplated for other branches of child labour by an extension of the Factory Act.

I see that your Lordship has again interested yourself in the matter, and I again venture to trouble your Lordship with mention of this overlooked evil. My duty as certifying surgeon under the Factory Act for this district has made me familiar with the blessed provisions of that Act for the safety and well-being of the working classes, and it would be easy for me to describe circumstances of a very painful kind from the want of its exercise over other industries, but especially this of tube making.

I just content myself with enclosing a certificate from the manager of one of these manufactories employing about 80 hands, and a table showing the nature of the business.

I remain, &c.

H. GRAYNOR KARNTHAW.

The Right Hon. the Earl of Shaftesbury.

Certificate enclosed.

Hill Street, Bingley,

May 26th, 1863.

THIS is to certify that I have known children to go to work at 6 o'clock in the morning, and not give up until 9 o'clock at night, except for their meals.

WILLIAM STEPHENSON.

REPORT upon the MANUFACTURE of WEARING APPAREL, by Mr. J. E. White.

Wearing
Apparel.
Mr. J. E. White.
B.

TO HER MAJESTY'S COMMISSIONERS.

GENTLEMEN,

1. The inquiry which I was directed by you to make was in the first instance intended to be confined to the employments of millinery and dress-making, but as the inquiry proceeded it was found that some other trades concerned with the manufacture of various articles of clothing and wearing apparel were now closely connected therewith, and it was thought expedient to treat of all these employments as one subject.

Trades in-
cluded.

2. The places to which the evidence relates are in England,—Liverpool, Manchester, Birmingham, &c. &c. Sheffield, and some other towns,—Ireland, and Scotland.

3. The progress of trade has led to millinery and the making of several articles of wearing apparel being now in many cases largely carried on as wholesale manufactures, and the tendency appears to be still further in this direction. A great agent in this change has been the general introduction within the last few years of the use of the sewing machine, for which steam power is now used in some cases, and probably will be to a still greater extent. In all cases that I have seen the machines are attended by females, their strength being sufficient, and their quickness and other obvious reasons making it advantageous so to employ them. It is convenient that the preliminary needlework, which is required, and some other operations should be performed in the premises where the machines are used. Hence females are now employed in large establishments not merely in making shirts, collars, sleeves, stays, skirts, and general underclothing, but also in tailoring, cap making, and boot making. An army clothing factory which I visited employs usually from 1,000 to 1,200 persons, nearly all females, and in a boot factory, employing nearly 1,500 persons, towards a fourth are females, and nearly half of the 1,500 are children and young persons. There are several establishments of the kind referred to employing females in considerable numbers, such as from 50 up to several hundreds. In some cases the manufacture is the main business, in others it forms only a part, more or less subordinate, of the business of the warehouse in which it is carried on.

Tendency of
the trades to
become manu-
factures.

4. Such places seem, in the natural sense of the word, factories; but there is no point at which I am able to draw a satisfactory line between these and what are commonly spoken of as private houses. The private houses of the higher class, with a view of making their business more remunerative, keep a stock of their own and refuse or care little to make up dresses unless they sell the material, and thus become properly retail houses. Drapers' and silkmongers' retail houses, on the other hand, to retain the sale of their goods, have within a recent period, put in different places usually at from 5 to 10 or 15 years, very generally taken up the business of milliners and dress-makers, carried on on the premises; the number of workers employed in each place varying with the scale of the business, being usually from 5 or 4 up to 40 or 50, but in a few cases as many as 100 or upwards. Thus these two classes of house become entirely confused. In some of both the workers live some on the premises, and some off, in some all live off; but the practice varies greatly in different places. The amount of space required for the storing and sale of goods, and in Scotland and Ireland the practice of living on flats make the practice of the workers living on the premises much less common. Again, it is difficult to see where is the distinction between a large retail drapery establishment (and some use of immense size, and, indeed, in Ireland are spoken of as "monster" houses, and are in fact regular marts for goods of many classes not connected with drapery) having rooms set apart for work, and merchants' ware-houses, having rooms also set apart for work, *e.g.*, the shirt or sewed muslin warehouses, the work itself being in both cases of substantially the same kind. Between the shirt warehouses and what are spoken of as the shirt factories there is no appreciable difference.

Difficult to
draw a satis-
factory line of work.

5. Articles of different classes are sometimes made in whole or in part on the same premises, even in the same room, at the same or different times by the same or different persons, as shirts and underclothing in retail establishments of the dress-making class, and articles of men's outer clothing in the shirt establishments: the latter being a practice which seems likely to increase. But the classes of articles are not distinguished by any difference in the operation of making, nor is the meaning of the terms by which the classes are described clearly marked. Millinery in its strict sense seems confined to the making up of articles of ladies' head dress. But the making of mantles is very generally treated as naturally forming part of the same business, and included under it, and is carried on in connection with it much more generally than dress-making is, especially in the retail houses. The whole three, however, are often carried on together, or any one or two alone. An employment which seems properly to form part of wholesale millinery, and in an establishment which I visited is so considered, is the making of lappets or bonnet fronts, which at Nottingham, the seat of the lace manufacture, is carried on as a branch of lace finishing, and is so treated in the report and evidence on that subject; though it was there remarked that the making up of lace into articles for sale to the consumer seemed to approach very nearly to millinery. There is no difference which can be defined between making mantles or jackets for ladies, and like articles included under children's clothing,—or between several things included under this head and tailoring,—or between making the outer skirts of a lady's dress, which is part of dress-making, and the under skirt or crinoline, which is a general manufacture just of the same nature as stay-making, carried on in factories,—or between making flannel, cotton, or linen into shirts or into blouses, trousers, &c.,—or between the latter and tailor's work; and all these kinds of work are done in places which I visited.

Close con-
nexion of
classes of work.

6. As to the class of persons employed, indeed, there is a wide difference between the refined milliners and dress-makers of the higher kind, and the ill-clothed and untaught workers, of whom many are found in some of the factories; but this difference is imperceptibly shaded off, and more variation is found, owing merely to the standing of the different establishments and local circumstances than to the nature of the work. In the same shirt factories may be seen many persons quite equal to dress-

Classes of
persons em-
ployed.

Wearing
Apparel.
Mr. J. E. White.
B.
Sewed muslin.

Arrangement
of subjects.

Few children
employed.

Difficulty of
estimating the
numbers.

Apprenticeship
and premiums.

makers, &c. in the smaller houses, and a number of others neither in dress and appearance nor in education at all superior to the poorest workers in common factories.

7. One manufacture till lately very largely carried on in the north of Ireland and also in Glasgow, though it has very much declined of late, viz., that of "sewed muslin," consists of two branches as distinct that I have thought it better to separate them entirely. One branch is the embroidering of muslin with a needle in such a way as seems more closely akin to lace-making, especially of the kind of lace made in Ireland, than to any other kind of work. I have therefore left these to be taken together as an appendix to the English Lace evidence. But the making up the muslin when embroidered is work of just the same kind as is done in shirt warehouses, and I have therefore included it with them. Lines are embroidered and made up in precisely the same way as muslin.

8. With a view of classifying as far as possible the different branches of employment I have arranged the evidence under the head of each town visited, so as to put first that relating to millinery and dress-making as carried on in the more properly private houses, then as in the retail establishments, and lastly the wholesale establishments and regular manufactories. The greater part of the latter will be found to fall under the last, or Irish, division of the evidence, and but little in the first, or English.

I.—AGE AT WHICH CHILDREN AND YOUNG PERSONS ARE EMPLOYED.

9. The nature of the employment renders children of but little use, and where employed at all, which is chiefly in shirt and boot factories, they are seldom under the age of 12, or at the lowest 11; though there are cases of a few a year or two younger. The general age of entering employment varies with the nature of the business. The millinery and dress-making girls commonly begin at the age of 14 or 15, and in the higher class of houses at a year or two older; in the lower sometimes at 13 or 12. The great mass are generally stated to be under 23, and after about 25 or 30 the proportion would be very small. In other kinds of work persons are taken at all ages from 15 upwards.

II. and III.—SEX, NUMBER OF GIRLS AND WOMEN, AND NUMBER OF CHILDREN AND YOUNG PERSONS EMPLOYED.

10. In the sewing branches of employment, naturally nearly all are females. In boot-making there is a large proportion of other work suited for boys. The numbers it is useless to attempt to estimate, owing to the vast number of small places in which they are distributed, but of the numbers returned under the head of needlewomen, &c. in the late census, the probability is that an increasing proportion will be employed in establishments of some size. I am able, however, to give a specimen in the case of Glasgow, where, with a population, say roughly, of 400,000, it is estimated that upwards of 8,000 females, most of them between the ages of 14 and 25 are employed in millinery and dress-making. As the number of millinery and dress-making establishments there, which can be arrived at with more certainty, is given at 249 private and 69 retail houses, my own general impression, from what I saw, would be that 8,000, which would give an average of full 25 to each house, is too large a number, i.e., supposing them to be working only in these establishments. It may, however, include persons engaged in work of like kind in muslin, &c. warehouses, or as seamstresses, &c., the class of persons being in many cases the same, and they working indifferently in one way or another, as opportunities may offer. Taking large towns generally, in many houses of the higher class in which these two employments are carried on, there are either no persons at all, or but a very small proportion, such as one or two out of 15 or 20, under the age of 18. In houses, on the other hand, where the labour of apprentices is chiefly employed, the proportion is just the other way, there being, perhaps, only one adult or two engaged, or no one but the mistress, to superintend them. In private houses, the number of persons employed runs from 1 up to 50, the proportion of young persons, as remarked, varying. From 20 to 30 persons, however, make a large house, from 10 to 20 being a very common number. In Londonderry, the great seat of the shirt manufacture, the number engaged in one factory alone has been 1,000, and in another 300 or 900, and another has just been built with accommodation for 1,500, with provision for an increase to 2,000, and there are several smaller. Several times the number are engaged in the work at their homes in the country districts, some very remote. One manufacturer estimates that at a time when he had about 1,000 females in his factory, he employed including these outside nearly 10,000. The number of persons, chiefly females, who, as I have seen stated in some professed Irish statistics, were up till very recently engaged in the entire sewed muslin manufacture in the North of Ireland, is so incredibly large that I do not quote it, thinking that there must be some miscalculation, though the manager of a sewed muslin warehouse said that he could well believe the number to have been as large a few years ago. By far the greatest part, however, would be engaged in the embroidery branch, which, as already stated, is not included in this evidence.

IV.—HIRING OF CHILDREN AND YOUNG PERSONS.

11. In millinery and dress-making it is customary for girls to be apprenticed, or to be learners or scholars, for a period varying from a few months to three or four years, usually one, two, or three years, the periods being usually long in the higher class of houses. In some places, it is stated to be usual to have a formal agreement drawn up, but very often there is none. It is said to be a protection if strict stipulations as to the hours are inserted, and one assistant said that this ought always to be done. If they make progress they sometimes receive some salary before their period is out, unless it is too short. In other cases, they work for their teaching. Where they live in the house they usually pay a premium according to the character of the house, e.g., from 20*l.* to 50*l.*; I have been told of higher. Outdoor apprentices sometimes pay a small premium, sometimes not; in Scotland often a guinea. It is stated that a high premium sometimes gives an employer a hold over a girl which is much to her prejudice, as her friends are unwilling or unable to risk the loss of so much money by removing her, however good reason she may have for being dissatisfied with her place. The day workers are naturally paid by the week, but the indoor assistants by a yearly salary, which they receive alike whether there is much work done or little. The certainty of maintenance which this affords is, to persons in the position of many of this class, undoubtedly a great benefit, and an inducement to accept it without inquiring too minutely into the probable amount of the work which they may be undertaking. The result, however, frequently is that the salary secures a very large extra amount of work, in excess of what might reasonably have

been anticipated, without any extra pay. Day workers have often to be paid extra if they work beyond the proper hours, and therefore it is more desirable for the employer that the indoor hands should do the extra work.

12. Though so large a number of persons are employed by the regular shirt factories outside, and at such a distance from them, in making up the shirts, I did not find that any system of their working under intermediate employers in the country is practised. Each person works directly for the manufacturer, who fixes the price, which is made known to the worker by a ticket attached to the work; the work, when done at a distance, being given out, received back, and examined, and the money paid, by means of an agent, engaged at a fixed salary or commission; who is thus as far as possible prevented from making a profit out of the workers. Much mantle and dress-making is given out from larger houses to smaller dress-makers, and in big towns women who take out shirt and other common needlework from drapers' shops, &c., do frequently employ other females under them, but few young. Some of the boot-making boys are apprenticed, and some others are employed by the men, whom they assist. In other kinds of hiring I found nothing different from the ordinary practice in other trades.

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Apparel.

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B.
Intermediate
employers.

V.—STATE OF THE PLACE OF WORK.

13. The private houses in which a very large number of milliners and dress-makers are employed are generally good and the rooms large and high, provincial towns, as a rule, affording more facilities for this; and where the houses are small the number of persons is small also, so that, though in some places the rooms are complained of, I have seldom found any where the rooms are what can be called crowded. But even good rooms become close and hot if persons are confined in them for many hours, especially by daylight; and there is seldom any means of changing the air except by the fire-place and windows, which in much of the year cannot be opened, some, particularly those who sit near, feeling the draught. In shops the rooms frequently are not so good, being often small rooms away at the top of the house, or sometimes a mere narrow slip cut off from a sale-room. I have found a room both in a shop and in a private house hot and unpleasant from the gas being lighted in the day time for warmth instead of the fire. In Scotland, however, rooms in the basement are often used for work, and gas must be used to a much greater extent than it otherwise need be, and in some of them all day in winter. Dundee is remarkable for this, the greater part of the work-rooms in the best part of the town for the business being, as I am informed, and certainly most of those which I visited, so much underground and with so little space in front as to be literally, what they are spoken of as, "cellars." Great annoyance also has been caused from a smell attributed to the drains which run under these cellars in the principal street, and at one part there is a graveyard above their level at the back.

Rooms low
for healthy.

Cellar rooms.

14. At a small dress-maker's in a not very large town in Ireland, in a little room, where several young girls work by day, two assistants sleep by night in a turn-up bed, while the mistress sleeps in a turn-up bed in the show-room. In a large English town I was informed of, but did not see, one or two other establishments of the same kind where the work-room is used at night for sleeping. But the rooms in which needlewomen of a poor class employ females, most frequently but not always adults, under them on work given out from shops, are often not at all suitable places for work. In Dublin, the family dwelling and sleeping room in one of the employes, if very poor as she usually is, is used for the purpose. In one of these rooms, which I visited, was a young woman ill in bed; in another, where girls are sometimes employed, was a boy dying after being six years confined to his bed; and in Cork I found a servant's bed-room, not attended to since the morning, being used. Indeed the general appearance of the houses in which these needlewomen live is very miserable. Dr. Maypothen, of Dublin, in a paper read there by him in this year on the subject, and to which I am referred by him, states,—

Working in
sleeping rooms.

Bed room of
poor needle-
women's
rooms.

"It cannot be denied that the city of Dublin is in a fearful sanitary state,"

and he refers in particular as a test to statistics showing the great amount of fever. He gives minute details as to the want of space and ventilation, foul air, impossibility of cleanliness, and the general unwholesome circumstances of the poorer dwellings in Dublin, but, without touching further upon these or others referred to, such as the necessary details of a sick room or the presence of a corpse, it is plain that such conditions, whether in Dublin or elsewhere, concern the health not merely of the makers of clothing but of the wearers also, and of others brought in contact with it. Not merely may work be going on in the presence, as seen by me, of a sick person, but the very bedding and rooms become a source of infection.* Much of this kind of work must probably always remain in large towns, and the poorer the person the more necessary is it for her support, and the cheaper will she do it. If only the rooms of those who employ other females could in any way be made more wholesome, many persons would be benefited, and a healthy room would probably be sought after by those who habitually work out, and even by some who now work under disadvantages at home. I may remark here that most of the larger cities and towns which I visited have no officer of health. Liverpool has one, at Dublin an official resolution has been passed that it is desirable to appoint one, at Belfast there is none, but was one from 1848 to 1854; and Glasgow and Edinburgh each have a medical officer in connexion with the police department.

Manufactory.
In towns.

15. Of the manufacturing establishments some few, chiefly those of the larger kind, are buildings of a regular factory character, either built or equally well suited for the purpose for which they are used; but the majority consist of parts or adaptations of warehouse or dwelling-house premises, not at all well suited for it. Some of their rooms are so filled with workers, without the admission of sufficient fresh air, as to make the air in them sensibly unpleasant; and some, as I noticed more particularly in Dublin, are in a rough and dirty state. I have often noticed that dwelling-houses, when used as factories, seem apt to catch more dirt, or, at any rate, for some cause, to be less clean and tidy than factory or warehouse rooms. One gloomy room, about 14 feet by 15 or 16 feet, rough measurement, though not low, with 20 females in it, and the fire-place carefully blocked up, had a very close smell. In another factory the employer said that they had no need of fires as so many sat together in each room. Where there is

* In a number of the nature with that of Dr. Maypothen, and to which I am referred by him, mention is made of "a family which had been fully infected by the worst typhus," seen by a physician "employed in making up sherry linens, which were intended for the servants of the Government of that day," and of another physician who remarks the risk that "infection (of contagious fever) will insinuate itself into their dwellings attached to their structures, clothes, and bedding; all these articles being supplied by the labouring poor."—J. E. W.

Wearing
Apparel.
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much pressing or ironing, the place becomes hot and unpleasant from the stoves and iron; and when linen or muslin is dressed, washed, and got up, from the steam also.

VI.—NATURE OF EMPLOYMENT.

B.
Sewing
machines.
Cutting-out.
Ironing, &c.
Saleswomen.

14. So far as the use of the needle alone in any kind of employment is concerned, nothing can be said that is not already well known; but that of the sewing machine is comparatively new, but is found more or less, in nearly all the trades treated of. Those who work at it in some cases sit, in others stand, using both feet or one to give the motion; or, where the motion is given by steam power, merely pressing down or removing the foot, to keep the machine going or to stop it. Cutting out the material is done in a standing position, and where much is used, as in shirt and stay making, the females engaged in it are kept constantly standing. Some are engaged in pressing or ironing the seams of "casing," *i.e.*, running with the hand whatever material is used to stiffen them into the pipes formed to receive it. In millinery and dress-making establishments the saleswomen are an intermediate class between workers and persons strictly engaged in sale only. They see not only to the taking of orders and such business, but to the fitting of dresses, &c., and give directions to the workers; and often, in smaller houses, take a practical part in the work. They appear generally to be of the higher class; and good personal appearance, and superior address and manners, are, for obvious reasons, points of great importance in their selection.

VII.—HOURS OF WORK.

Millinery and
dress-making
houses.
Shorter in
small houses.
Why.
Day workers.

15. With regard to millinery and dress-making no general statement can be made as to the hours, as they vary so widely, not only in different towns, but in different houses in the same town, and for the different persons in those houses, and at different times. It seems to hold, however, as a pretty general rule, that the hours in the retail establishments are, on the whole, far more moderate than in the private houses; and indeed in many, especially of the better class, are but little lengthened even in the busiest times, though there are many private houses, also, where the hours appear to be seldom, if ever, excessive. One great cause of this difference appears to be, that more of the workers at the retail houses live away. They cannot so conveniently be kept, both on their own account, and because, for more safety of property against fire and theft, it is desirable to close a large establishment in reasonable time while the persons in charge are on the spot to see this done. The employers, also, are more willing, and also from having, probably, more capital at command, and other reasons, are better able to increase the number of hands as occasion requires; to which many private employers have a great reluctance.

Indoor hands.

16. Even in private houses, the day workers as a rule have moderate stated hours, and even in busy times are seldom kept more than two or three hours beyond their time, if at all. The fact that, in many places, they have to be paid for the extra time, affords a strong inducement not to keep them. The most usual hours for day workers are from 9 a.m. till 7 or 8 p.m., and only till 6 p.m. in some large retail establishments, and till 9 p.m. in some smaller houses. I found, however, in Scotland, that in millinery shops below the highest class, work is habitually late on Saturday night; in the season till 12 p.m., or nearly so, and frequently till 10 or 11 p.m. on one or more previous nights.

Apprentices' hours.

17. In private houses the most usual hour for indoor workers to begin is 8 a.m. or soon after. In some they habitually work till 11 p.m., in others only in the seasons, but the work is occasionally continued much longer at each end. In a private house in Manchester, the dress-makers for five or six months of last summer season worked regularly from at least 8 a.m., and often from 5 or 6 a.m., till 12 p.m., sometimes till 1, 2, and 3 a.m., and three times all night, and for two months worked full 17 or 18 hours a day, with never more than 10 minutes for dinner, and many days scarcely sitting down at all, but just snatching a mouthful or two, and going back to work again (*b. 3. 4*). Another assistant, working in small towns in the north of England, had once only 16 hours sleep in a fortnight, and at one place worked twice without any rest from Wednesday morning till Saturday night, and at other times from 6 a.m. till 11, 12, 1, or 2 at night, and in London from 9 or 3 a.m. till 11 and 12 at night, or 2 or 3 the next morning, all within the last few years (*b. 34*). In a private house in Edinburgh the two indoor assistants, for three weeks in the dull time of last year, had to work regularly till 3 a.m., and get up to work at 5 a.m. (*b. 76*). One states that in London they scarcely ever left off in the season till 12, 1, or 2 at night, and as often as not began at 6 a.m., and very frequently in the season worked from that till 2 or 3 a.m., and before a drawing-room always sat up all night; apprentices who were good workers doing the same. An employer in Edinburgh states her hours to be for the greater part of the year from 8 a.m. till 11 p.m. General accounts of the hours and whole system in Edinburgh and Glasgow are given in the statements *b. 74* and *94*. See also *b. 95* and *97*. In Ireland, however, generally the hours are far more moderate. There work all night seems extremely rare, past midnight uncommon, and in the majority of cases seldom so late as that, even in Dublin. Indeed Dublin, though the capital, seems to enjoy as favourable hours as any place.

Hours generally moderate in manufacturing series.

18. The younger girls, while still apprentices or learners, or at least till they become useful enough to be of much service, generally, but not in all cases, leave work at their proper hours, if they live out, but if they live in they work late with the paid hands, or not, according to the consideration shown by the employer or forewoman. The saleswomen are sometimes liable to be kept quite late in putting away goods, attending the work-rooms, or even helping in it.

Night work.

19. In the majority of shirt, stay, and clothing manufactories, the stated day is short, viz., about 9 or 10 hours' actual work, which begins at from 8 to 9 a.m. A few, from special circumstances, have the regular factory hours, and it is only in boot making that the day is at all, and that slightly, longer. In one factory of this kind the stated day is 14 hours. In Londonderry the usual practice for making overtime is for the workers to return from tea to work at 7 p.m., and work till about 10 on alternate nights, a limit which appears to be passed in certain instances; but elsewhere this amount of overtime seems seldom to be reached in the factories.

VIII.—NIGHT WORK.

20. Some specimens of the extent of night work in millinery and dress-making are involved in the account of hours just given, and work till midnight, a little more or less, prevails to a considerable

extent. Generally speaking, however, the cases in which work is continued by assistants all through the night, though they amount to a good number on the whole, appear to be comparatively rare in the case of each individual. Night-work by relays does not occur in any branch of the employments, or only in a case so exceptional as not to be worth mentioning.

Weaving

Apparel.

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B.

IX.—MEAL HOURS.

23. In establishments of all kinds, private or retail houses and factories alike, with exceptions chiefly in Ireland, the day workers are allowed an hour for dinner, sometimes more, but, the hour of leaving being early, often no tea time, unless in the shirt factories, when they work overtime. As a rule the day workers' meal times are not curtailed. The want, however, of such a meal as tea, and the rest which it gives, is plainly injurious in the millinery shops when the workers stay late, as till 11 and 12. In such cases they often send out for biscuits, &c. In Ireland, however, in some cases no regular dinner-time is taken, but lunch is brought and eaten in the place of work. For the indoor hands it seems an almost universal practice to have no fixed amount of time for meals, but just a short time sufficient to take them and no more, usually a quarter of an hour or 20 minutes, sometimes 10 minutes or less, sometimes half an hour or so, for dinner. Some too who are only day workers, yet are boarded at meals like the indoor hands, and thus get only the same amount of time. In Ireland it is a common custom to allow the workers to leave an hour earlier in the evening if they take no dinner hour, but merely stop work just to eat it; which many therefore do.

Day workers.

Indoor hands.

X.—HOLIDAYS.

24. In millinery and dress-making establishments it is customary for all indoor workers, assistants and apprentices, to have a holiday a few at a time late in the summer when work is slack, usually a fortnight, occasionally less, without any deduction from their wages, in some cases a week or two more. The day workers in some places get occasional days or parts of days, in some not, and in one or two at any rate they get a fortnight. In the large factories and warehouses a half-day on Saturday is general, but the day is very seldom shorter in millinery and dress-making establishments. It is noticeable, however, that in Manchester it has of late been found possible, in several cases, to allow even milliners and dress-makers to share the benefit of a half-day, or at any rate to have a much shorter day on Saturday. Elsewhere, though cases of rather shorter work on Saturday have presented themselves in Edinburgh also, where early closing has, I understand, been strongly advocated, it is more usual for work to be later on that day.

Indoor hands.

Day workers.

Saturday is

Manchester.

XI.—TREATMENT.

25. The age of most of the persons employed and the circumstances of their employment do not afford occasion to say anything on this head, except as regards the milliners and dress-makers who live on their employer's premises. I may remark that under this head I have compressed, to avoid excessive details, the effect of several answers in addition to those which appear in the evidence. The health and comfort of the persons so circumstanced plainly depend much on the kind of treatment which they receive out of the work-room, and chiefly in respect of their sleeping accommodation, and the supply of food. But on the whole my conclusion is, that in the great majority of cases the employers do all that they feel in their power for the comfort of those in their employment, and that the latter have no serious ground for complaint, at least as regards the sleeping accommodation. In many cases, indeed, I feel sure of this. But in many also I except the indirect injuries which result from the number of hours' work which the employers think it necessary to require.

Of indoor

hands.

26. That the latter is a point to which importance is attached, I gather from the voluntary offers of some employers to show me the bed-rooms provided. Those which I saw in this way were quite sufficient for health, and in other cases the persons employed when questioned by me on the point, have generally expressed themselves as quite satisfied, and often as pleased. Some, however, have complained of want of sufficient space and air, and in two or three cases of a great want of cleanliness and change of linen, the latter not being provided for five or six weeks, or a much longer period.

Bed-rooms.

27. With regard to a proper supply of food it is difficult to form any accurate opinion, as it is of course did not admit of personal observation, nor did a very detailed inquiry seem desirable, and any statements relating to it may depend so much upon individual fancy or caprice. My conclusion on this point is that, though in a few cases the food may probably be really insufficient in quantity or quality, or both, for persons under any circumstances, this is very seldom the case. But I am also led to conclude that, not unfrequently, the food which would be sufficient for persons in ordinary employments and in fair health, is not suited for the proper support of young females, many of them delicate, constantly confined in close rooms, with very rare opportunities of being in the fresh air, and exhausted, and their digestion and appetite impaired, by very long hours of sedentary work, &c. &c., an inevitable supper of cheese after a hurried breakfast and only 10 minutes or less for dinner, is not well suited to carry such a person on to the end of a day's work of 16 and often 18 hours, for a period of five or six months, especially if a person, as one working thus stated of herself, cannot ever eat cheese; nor is "a halfpenny roll and a half slice of a 4 lb. loaf" a large breakfast to begin a regular day of 15 hours upon. They say naturally that, under such circumstances, they want not only extra support, but a little variety to enable them to eat. "When one is gone so far, one does not care to eat." (h. 5.) Some thus have to send out and buy extra food for themselves. One speaks of "far too little animal" food, sometimes none at all, even for dinner i.e., if there was pudding.

Food.

28. Liberal attention to the comfort of workers in these respects, and general kindness appear to be well repaid to employers, not only by insuring to them, of course with a fair salary, the comfort of the workers of the highest class (for the good name of a house soon travels), but also by the increased bodily activity and mental willingness of the workers to exert themselves to the utmost in their employer's service. One expresses only what are very general feelings when she states:—

Appreciation of good treatment.

"I would have tried to push through, notwithstanding the hours, if things had been any way comfortable."

And speaking of another place, where, however, she was only a day-worker:—

"But this (i.e., long work) was quite of our own free will. They were very nice people, and we would have done anything to oblige them." (h. 77. See also h. 54.)

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B.
No accidents.

XII.—ACCIDENTS.

29. These of course in the greater part of the employments cannot occur, and where machinery is used either it is in parts where the young or females, with an exception or two not worth mentioning, are not engaged, or it is of a harmless kind, or fenced, as in the case of the shafting where sewing machines are driven by power.

XIII.—WAGES.

Amount vary.

Board.

Factory, &c.
wages.

30. As already explained, millinery and dress-making apprentices, &c., receive nothing while they are learning, or at any rate till towards the end of that period, if long. Some employers, not only those with an inferior business, save wages by using the labour of such persons or improvers entirely or almost alone. In some places where the girls become paid hands young they receive at first as little as 2s. 6d. or 3s. a week, but this is below the average, and in many good houses, where they do not become paid hands so soon, they get at least double this amount. Many as adults get 7s., and from that upwards to 10s. or 15s., but from 7s. to 10s. is probably the more usual rate. Dress-makers, although their work is heavier, are said to get rather less than milliners. In one of the first private houses in Dublin they average from 5s. to 8s. Of course there are cases where the hands generally, or some of them, make much more than the rates referred to. Where they live on the premises, their board forms an important part of their pay, in some cases, the whole or nearly so. They are paid by a yearly salary, and it appears that a fair assistant can be had for 15l. or 20l. a year. The first hands or persons who act as heads of departments and forewomen often get 40l. or 50l. a year, sometimes less, and, as I have been told, sometimes more. The persons engaged as indoor hands are a very migratory class, i.e., as soon as they have become competent workers, and consequently there is likely to be a greater tendency to uniformity in their pay than in that of persons engaged as day-workers or in the common kinds of needlework, whose rate is fixed by that of the local labour.

31. In the factories and warehouses, however, it will be near enough to say that machinists can earn usually from 5s. to 10s. a week, according to age and skill, and common needle workers from 4s. to 7s. or 8s. Work done outside is paid at a much lower rate, the Irish country shirt-makers making only 5s. or 6s., and some who do common sempstresses' work in Dublin only 2s. 6d. or 3s. 6d. with hard work.

Bad effects
complained of.

XIV.—INFLUENCE OF EMPLOYMENT ON PHYSICAL CONDITION.

32. It is plain, from some of the more obvious facts which I was able to learn from the milliners and dress-makers, that many of them do suffer considerably from the long hours and other circumstances of their employment. The principal bad effects complained of are: excessive weariness, loss of appetite, headaches, giddiness on leaving work, affections of the eyes, pains in the side and chest, cough, general loss of health, and, in some cases, death by decline, attributed, directly or indirectly, to the work. To speak from my own observation, though often I have noticed no apparent want of health or strength, still, many of those who have been in the business for some years look pale and worn, and as if their health were much impaired. The younger girls, on the contrary, have generally a fresh and healthy look, as might be expected from their being brought up in a position above want, and often in the country, while they have not, as yet, been exposed to long confinement, or, at any rate, for any long period. Yet such, no doubt, once were those who have so soon lost this freshness, and are the first hands and experienced workers of the present.

33. Millinery is said to be a lighter and less monotonous employment than dress-making, and not to require such a constant stooping position. It is also the general opinion that the use of the sewing machine is more favourable to health than that of the needle, on account both of the position being less stooping, and also of the greater variety and exercise. Though I made several inquiries on the point of medical men as well as workers, I did not find any special effect attributed to it beyond fatigue. Taking the factory and warehouse work generally, I found little evidence of injury directly traceable to those employments, though they differ but little in character from that of dress-making.

Want of medi-
cal experience.

34. With regard, however, to all the employments, I think it fair to remark that the persons engaged are of a sex and class, and the injuries from which they would be most likely to suffer, are many of them of a kind, which make it difficult for any but a medical man with fair opportunities of observation to trace these out. I have applied, in different places, to several medical men, including one who has charge of an eye dispensary in Dublin, on the subject; but most of them stated that they had not turned their attention specially to it, or had not had sufficient opportunities of judging to enable them to form an opinion definite enough to be of value. This is only natural, where the class in question forms such a small and scattered portion of the population in any given place. But in London, where a large mass of the female population are engaged in shirt-making, two medical gentlemen kindly favoured me with their experience.

Not important.

35. Ample medical evidence, however, as to the effects of needlework employments on the health and eyesight, are already provided in the results of the former inquiry made by one of yourselves, nor does further medical testimony seem now required to prove the natural and well-established effects of the chief unfavourable influences to which milliners and dress-makers are often exposed, viz., over-long confinement at work, and the incidental evils which it causes or aggravates; e.g., want of proper time for meals, of sleep, of exercise in the outward air, of recreation; exposure to air vitiated by long-continued breathings and by artificial light, &c., which all combine in producing a general result.

XV.—MORAL CONDITION.

Education.

36. With regard to education, there appeared occasion to make but little inquiry. The mass of the persons engaged in millinery and dress-making are of a class at least respectably brought up, and many in a superior position. Several are persons of good connexions, who have taken to the business through family misfortune, loss of parents, &c., and appear equally fitted to have taken the situations as governesses, &c. The age at which most females enter any of the employments allows of their having received a previous education. The factory and warehouse shirt-makers are generally spoken of as a class superior to ordinary factory workers, and corresponding to shop and warehouse girls. There is, however, amongst them a large mixture of others of inferior position; and in some of

the other factories a large proportion are quite of the poorer class, and in Ireland and Scotland often handicapped. Even these, however, in most cases where I inquired, showed that they had received an elementary education, sufficient, at least, to enable them to read. I found, of course, exceptions, not only amongst these, but also even amongst milliners, but they were engaged in the wholesale manufacture (h. 21, 13, 177, 191, &c.). The best-making boys are of the class who would be found in factories of any ordinary kind, and showed, as far as I inquired, about the same average attainments which I have found elsewhere.

37. It is complained, however, and with reason, that the long hours of milliners and dress-makers, where practised, cut them off from opportunities of self-improvement, and, in particular, interfere with their attendance upon religious worship and instruction. Sunday is the only time left at the disposal of many for any purpose, and is more likely to be used, as it often is, for more passive rest from excessive fatigue, or at any rate for outdoor or social relaxation, than for availing themselves of means of religious improvement, to which they feel neither the inclination nor the power to attend. Some lie in bed much of this day.

38. In a great many of this class the manners and general tone of feeling and character appear of the highest kind, and this very fact tends to make them more dependent than they would otherwise be. Were they less scrupulous about the risk of being without a situation or having to take one in a place the moral tone of which they did not approve of, they would feel less hesitation in leaving a situation where the work is too much for them, but the place of high standing. With many of the indoor hands the house where they are for the time being engaged is their only home. Some employers show special regard for the religious and moral welfare of those living under their charge, taking them to church, &c., and, in one or two cases mentioned to me, having daily family prayers, as well as exhorting, as most of good standing appear to do, a wholesome general control.

39. It may be well here to remark that a reason often alleged by the principals in private millinery and dress-making houses why they do not increase the number of persons in their employment, when they are busy, more than they do, is that they do not like to risk taking into their house to associate with the others persons who would have to be engaged with little time for inquiry, and whose character might not prove satisfactory. They also state that they consider it most injurious to the young people, and specially wrong, to turn a number of them adrift at once without employment, as they would have to do did they increase their number largely in the busy times; and they condemn strongly the practice of retail houses, &c., in this respect. However reasonable this may appear, I am convinced that it is but a partial explanation, and that the difficulty might be in a great degree overcome, as it is by many, by greater forethought, good arrangement, and a more liberal policy. The supply of hands in the market appears so large as to afford ample opportunity of selection of good ones; and I believe that it would be utterly unjust to the class to suppose that moderate forethought and care in inquiry would not be able to secure extra workers whose characters, at any rate, could not afford a reasonable source of alarm or even objection.

40. With regard to the moral dangers of the kind just referred to, to which young females are no doubt exposed in this as in any other occupation, my full belief is that their late hours do much to increase, and nothing in the long run to diminish, them. The late evening hour at which alone as a rule the indoor hands can get out on the week-days, i.e., when they can get out at all, and the night hours at which day-workers have to pass home for long distances through the streets, are certainly not favourable to them, and Saturday nights, when they are often kept latest, least of all so. A large seaport town is not a fair specimen, but in one in which I was on a Saturday night, the young females have to pass home at nearly midnight through streets most unfit for them. Close by a shop in the principal street, from the door of which a set of young milliners were coming out at five minutes past midnight, were a group of men using infamous language, and a little way off, a middle-aged woman, struggling to drag home her drunken husband (so it plainly seemed), who kept sinking on the pavement; while in other streets drunkenness abounded, and in less than half an hour two or three fights, with large crowds looking on, presented themselves to me. As well as the workers, the young message girls are liable to be kept out thus late, and I was informed by a minister in Edinburgh that he had found such a girl, aged about fifteen, wandering about in the outskirts of the city late at night, unable to find the house to which she had been sent with a parcel. Great, however, as are the difficulties of the upper classes of needleworkers, their self-respect and superior bringings up give them a corresponding advantage, and, without doubt, act as great preservatives of a steady and high character.

41. At Londonderry the large importation of female labour which the growth of the shirt-manufacture has caused, has naturally created a special difficulty. The officer of health, Dr. Brown, makes a suggestion that the provision of suitable lodging and boarding-houses by employers would be both remunerative to them and a great benefit physically and morally to numbers of the girls from the country, who are now "obliged to lodge in small crowded houses of a low description;" a state of things plainly unfavourable to their moral condition, and apparently not without its results. (p. 208.)

XVI.—GENERAL REMARKS.

42. There can, I think, be no doubt whatever that the number of hours for which milliners and dress-makers are often confined to work is the primary and main cause of the evils from which they suffer, and gives to the other causes their active power. It is plain also, from the evidence, that an unreasonable number of hours is not inseparable from the nature of the work, but that a business can be conducted prosperously for the employer and yet within limits beneficial to the workers, where the employer has the will, and at the same time is in a sufficiently independent position, so to conduct it. Irregular and long hours are a natural result where a business is started or carried on without sufficient capital, and necessity compels a sacrifice of everything to getting or extending a connexion. Other causes of late work which have been stated to me are, want of good system and arrangement, want of a sufficient number of paid workers, or the fact of a mistress not having been brought up with a good practical acquaintance with the lower details of actual manual work, though of ability and well versed in the higher departments of the business, or not concerning herself much with the practical superintendence of the workers, but leaving it to subordinates. If the latter are not efficient, the work does not go on so

Wearing
Apparel.
—
Mrs. J. E. White.
—
B.

Long hours as
bearing on
religious con-
ditions

High character
owing to dif-
ficulty.

Objection
made to taking
more hands.

Danger of late
hours.

Want of lodg-
ings.

Long hours
the prime evil.
Shewn to be
not necessary.

Their chief
cause.

Wearing
Apparel.
Mr. J. E. White.

R.

well; if they are, they must often endure too great an amount of work, though against their will, being themselves responsible to their principal for its execution if ordered, and feeling no power to remit anything. The fact that in drapery, &c. houses the millinery and dress-making are only parts of a large business, involving a larger capital, and managed by men of business habits, and in which men are also engaged as clerks and assistants, for moderate hours, tends greatly to shorten the work of females, and so far probably by attracting the good workers, would tend to bring about shorter hours in private houses. But for the numbers who are working in towns distant from their homes, i.e., if they have any, which many have not, private houses can afford a better substitute than shops often can, though the owners of shops occasionally engage separate premises for the purpose. The manufacture of wholesale millinery, mourning warehouses, and the sewing machine, will probably do something to diminish the pressure of work.

Dependent
position of
many.

43. It might be supposed that a person was free to object or to leave her situation if she found too much required of her; but often this is really not the case. A fashionable house, with a good name, is sought after for the sake of the recommendation which it will be to have been engaged in it, and a person cannot afford to lose this, or to risk its being unsatisfactory, as it is what she has to trust to for obtaining employment. "A reference and our character are all that we have to trust to." (b. 3, &c.) Often a suitable place cannot be found for a long time, and many are orphans, or have no home or near friends, or other suitable place to go to, or no money to spare for travelling, or for maintaining themselves while seeking employment. The abundance of persons brought up to the business in excess of what is needed, large as that is, is spoken of as one of the great evils, and one which forces the workers to be satisfied with what employment they can obtain, and makes the giving up a situation a matter of risk not lightly to be undertaken. At the same time it affords to employers, who wish to avail themselves of it, the means of increasing the number of their hands without difficulty, if occasion requires.

Want of asso-
ciations, &c.

44. Though institutions for the benefit of milliners, &c., like that in London, would probably be of the greatest service in all large provincial towns, they appear extremely rare. In Manchester, an association of the kind, founded in 1851, has done great good, and "from a less need of it," as Mr. Thomas Turner, one of its great promoters, believes, has ceased to exist. But I found that it would be still useful there. In Glasgow a like institution, founded with good support only two or three years ago, has had to give up its office, printed reports, &c., for want of means, thus losing much of its efficiency. With these exceptions, I have found no trace anywhere of an institution for the benefit of milliners and dress-makers, though there are some of a charitable nature for providing poor needlewomen with plain work. The assistants are isolated, and are naturally unfitted to combine or organize associations of any kind for their own benefit by themselves, though they would probably eagerly avail themselves of any established within their reach, and brought to their knowledge, as so many appear to do of the London association. The addition of a temporary house would supply a great want, and many young females would, no doubt, gladly contribute for its support. (See c. p. h. 3.)

Difficulties of
employers.

45. On the other hand, there seems little doubt that difficulties are caused, in many cases, by the character and conduct of the young people themselves. An employer's view of this question will be found given (h. 63), though I have very seldom, only in, I think, two cases, heard complaints of this kind.

Spirit of vic-
tims.

46. With regard to the spirit in which statements have apparently been made to me by the employed, it has seldom been one of complaint, or showing an inclination to exaggeration. In the very few cases in which there appeared any trace of feeling, I endeavoured, as far as possible, to test the accuracy by a variety of close questions and returning to facts already stated. Those, however, were not the persons who speak of the longest hours. This whole class of witnesses, as a rule, have spoken with moderation, or apparent indifference; and in the case of the head assistants particularly, and of some others, with a disposition to make the facts appear as favourable as possible. I cannot conceal my full belief that from this, and the reserve natural to the sex and age of the persons chiefly questioned, and their fear of speaking plainly anything which might tend to prejudice their interest, I have failed in many cases to ascertain the true facts relating to the house where the persons were examined. Where I have had an opportunity, as I frequently have, of visiting places with regard to which I had questioned persons, not at the time being aware that I should have occasion to visit these places, I have found the general correctness of their statements on most points borne out, except that, on the spot, in many cases, the hours were represented as more moderate. They may, in several cases, have become so in the interval, or for the reasons just referred to, the answers on the spot may have been modified by reference to only the more favourable times, or in some other way which may have appeared open to the speaker without direct misstatement or concealment; but, on the whole, I incline to think that the statements made by persons free from the control of the place are true.

47. Owing to the great number of places which I have visited, I have confined the account given at each place in a great measure to general statements by the principal or some other person, and sometimes of my own. As a rule however, unless in some cases where I was satisfied in other ways, I took the opportunity of questioning one or more of the employed, with a view of obtaining as correct an account as might be of the place, but have omitted to record the answers of many which disclosed no new facts.

48. The general representation by employers in millinery and dressmaking was, that the hours had been very long, but had now wonderfully improved. In a very few instances, and in these two branches only, I found great jealousy of the inquiry and reluctance to assist in it; but in the great majority in all branches, it was at once readily acquiesced in, and by many thoroughly approved of; and I may add, though perhaps it is scarcely necessary, that in some cases the workers themselves expressed an earnest hope that something might be done for their good.

I have the honour to be,
Gentlemen,

Your obedient Servant,

J. EDWARD WHITE.

EVIDENCE upon the MANUFACTURE of WEARING APPAREL, collected by Mr. J. E. WHITE.

Wearing
Apparel.
—
Manchester.
—
Mr. J. E. White

MANCHESTER.

Mrs. FASLER'S, MILLINER AND DRESS-MAKER, ST. ANN'S SQUARE.

1. The accounts given in the following statements convey two opposite impressions; but the employer and her husband, who took part in most of her statement, having left the house before I had completed my inquiry, I had no opportunity of submitting the statements of the assistants to them for any explanation or correction. The opportunity of my questioning the persons employed was frankly offered to me, without any asking. On the other hand, the statements of the assistants are in accordance with what I have had reason to believe from independent testimony; and another of the persons (not the second named) was present, and made remarks bearing out the accuracy of several parts of the assistants' statements, and none in opposition, except that she had heard nothing of any contemplated change with regard to Sunday meals.

2. Mrs. FASLER.—The average number of persons in my employment during the premium is about 10, though there are rather less now. With the out-door hands they amount now to about 20, but in a haster time of year I should have more; perhaps 30, or even 35. I am fortunate in being able to get a good number of apprentices; but 13, i.e. nearly all of them now, are out-door only. I feel the charge of young in-door apprentices such a responsibility that I have almost discontinued them, taking them now only under special circumstances; e.g., I am just going to take one who is coming back from Russia, and has no friends to live with here. I seldom take an apprentice of either kind under 15, which is about the age of the youngest with me now. Some come at 17 or 18, or older. The in-door apprentices come for three years with a higher premium, or four with a lower; the out-door for two years for one branch of the business, or three years for the two.

The hours for the out-door hands are from 8 till 8, but they are modified to suit the wishes of persons who may wish for time for other purposes, such as learning music or French, as most come from a superior class. In such cases the number of hours so applied is calculated, and is made up by lengthening the day's work, or the period of apprenticeship, to an extent which is noted in the indenture. The hours of the in-door hands also begin at 8, but their length is fixed by circumstances. For half a year, perhaps, they have not occasion to go up again to the work-room after supper at 8½ p.m. The hour for bed is properly 10½ p.m., but they may sometimes be up at work later, occasionally till 12, and a few times in the year it may even happen that a few may have to be up all night; but the young apprentices never would. At the present time they are working to about 9 perhaps. These matters, however, I leave chiefly to the first hands. It is a full time of year yet. It is necessary for the hands to work long hours to give any profit. As it is, we ascertain from our books that our profit is simply by the sale of the materials, net at all in the making, or out of any labour that we pay for. I think also that it is sometimes feared that they are obliged to stay up late to work, when the real fact often is that they might finish sooner if they liked, but prefer sitting on talking up in their work-rooms. If work is wanted to be finished I never have to ask persons to stay up, but they do it willingly, and even some of the out-door hands will offer; but it is rarely any of these who work later. Those who live in the house have dinner with ourselves, the only meal which we now take here, as we live away. If one happens not to wish to come down, I insist on her taking something or send it up, as it is impossible that they can have their health without eating.

I wish very much that something could be done to secure greater regularity generally. Much may be done by good arrangements. The great points are not to undertake more than can be done within the proper time, and to be punctual in finishing it by the time promised, in which I am very particular, and

being known to be so, and never disappointing customers, I find that ladies are reasonable, and willing to give proper time. I have no objection to taking on additional hands, as I do at busy times or on a sudden emergency. If they learn a little from seeing my work it is only fair, and they are not in a position to injure me by it. It is a small jealousy to mind this. I keep a list of persons to whom I apply regularly in the first instance as extra hands, and if they fail, or I want more, I at once tend round or write to others, or advertise, and usually get any required number of hands so immediately. The only time that I found any difficulty was last spring. Before a known busy season is coming on, it is important to engage extra hands in good time, and get them into your ways, not putting it off to the last for the sake of saving a few weeks' salary. A clear system of book-keeping, and proper distribution of the parts of the work, such as I practise, are also of great importance.

3. Miss PRIGGIE, first-hand dress-maker.—The last spring season, which was my first here, lasted for full five months, viz., from March till September, and during that time I and the in-door dress-making hands scarcely ever worked less than 16 hours a day, viz., from 8 a.m. till 12 at night. In the whole five or six months there was not a week that we left off before 12, though, finding that even so, we could not do enough, we sometimes began at 5 and 6 a.m. Still we could not finish earlier, and sometimes we worked till 1, 2, and 3 a.m., and three times set up all night. I can safely say that during quite two months of the time we made 17 or 18 hours a day. I am sure of this because I made a memorandum of it, which I have now. The only time that we stopped was for meals, and the whole time which we took for these put together—breakfast, dinner, tea, and supper—was not more than three-quarters of an hour. We never took more than 10 minutes for dinner; but many days when I was very busy I did not get dinner till 3 o'clock, and scarcely sat down at all, but just came and snatched a mouthful or two as it was put before me, and went back to work again. When one is gone so far one does not care to eat. I could not get away for my holiday till September, and then only because I said that I really must go; but for about two months before I had been so ill, in consequence, as I believe, of the long hours of work, that I could hardly move, and my mistress had noticed how ill I looked, and that I wanted change, but she could not spare me unless she could get some one to take my place, which she could not do. I could not possibly go through such another season as that. I could only be away a fortnight then, which is the only rest that I have had in the 16 months that I have been here, and that was not enough to set up my health. I have never felt well since, though I had nothing to complain of as to health before coming here.

Though that was the chief season, there was another in autumn, and another busy time in winter, and, in fact, there never has been a leisure time. Now (February) is as much so as any, but we seldom give over before 9, and our meals altogether, whether

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in the seasons or out, never come to more than three-quarters of an hour, and never more than 10 minutes for dinner. Supper is the only meal at which we enjoy any leisure, but what we take then we have to make up for by sitting up late to finish the work.

The in-door milliners' work is much lighter and shorter. In the season they only work till 10 or 11 p.m., seldom longer; but they take no more time for meals than we do. In the season there would be about three in-door milliners, though now there is only one besides an apprentice. It is only the in-door hands that work long. The out-door apprentices leave to the minute, only staying at night to make up any time that they may have been late in coming in the morning. They also have their full meal times, viz., one hour for dinner and half an hour for tea, and they either go home for dinner or bring it here, or go out and buy it, as they please.

What we miss very much is fresh air, being scarcely ever able to get out of doors. The only times are Sunday, and Saturday evening if the work is done in time. The last three or four Saturdays we have finished by 5, and one Saturday at 3, but we have worked on Saturdays till 12 and 11. One of us, however, always has to take it in turn to stay in, so that I have often been a fortnight and not been outside the house.

We have hitherto always had meals in on Sundays, but the principal's husband has lately spoken of not allowing us to dine in then unless we did what he wished about Church. In some houses in London I have understood that dinner is not provided on Sundays, but the young people who go out must shift for themselves. I remember one case where I was in a house in London, where one, who was an orphan, had to go out in this way, and having no money in her pocket she had to borrow of me to get something to eat with.

Our meals here are good, but I could not work so hard as I did without providing something additional for myself. When one is working on till 12 and 1 o'clock one needs a meat supper for support. Unfortunately I cannot eat cheese, which is always our supper.

Our bed-rooms are very nice and airy, but the work-rooms, though airy enough, is dark from the windows being blocked up by a coffee rail behind, which smells disagreeable, and often prevents us from opening the windows; and also in dark weather we often need gas, as much so, I think, here as in London. I generally prefer to sit in a room beyond without a fire, as I cannot bear the heat of that and the gas.

The overwork here is owing partly to the great number of customers, and to exceptional cases. In the five or six months of which I have spoken we had five wedding orders, and I cannot say just now how many for funerals, but I should say full as many. But the chief causes are such as might be avoided or remedied. One is, that from want of proper calculation of the amount of work which can be done in a given time, more is always given out to be done than can be done in the day; and this is the case not only when the number of customers is so great as to render it unavoidable, but generally even when it is not necessary. Another cause which contributes to this is, that so many of the workers are only apprentices. At the time that we had to work so hard there were only three in-door dress-maker's assistants. The apprentices, of course, cannot do near so much as assistants, and yet it seems to be thought that they can; at any rate, their power is much over-rated. Even the work which they can get through is liable to be imperfect, and may require to be done over again, and this falls upon the in-door hands. Such want of calculation, or perhaps of the power of it, is likely to be found where, as is sometimes the case, a principal, though understanding the general management of a business, and the designing and cutting out of work, has not been brought up with a practical acquaintance with the lower details of stitching, &c. The following is an instance of this want of calculation here:—

An apprentice, a girl of 16, had a skirt given her to finish in the day. It was far more than, as an apprentice of that age, she could really do in the time. However hard she worked, and she did work hard all day; but the principal coming up and finding her behind-hand said that it was the girl's own fault, and that she must take half an hour from her dinner and stay till the work was finished. The result was that, though at 10 I took upon myself to tell her to go, she would not leave, till, with a little help from me, she finished it at about 11. I mentioned it to the principal next day, but she still said that it was the girl's fault for not working properly. I have myself several times told the principal that there was more than I could do, and three times have given notice to leave in consequence, though, when one has a piece, there are great objections to leaving it.

I do hope that something will be done for us by Act of Parliament, or in some way. What we need chiefly is shorter work-hours, more fresh air, and in some cases a little better living, though this latter is, of course, too private a matter to be fixed by law. I feel positive that if the hours could be shortened, even conspicuously, the employers would reap the benefit of it, because with long hours the young people lose so much strength and weakness by their anxiety and want of rest. It is quite a mistake to say that because we are grown up we are independent and can take care of ourselves. Females cannot set together as men can, and it is very often happens that those who live in the establishment, and have therefore the hardest work, are just those who are most dependent, having taken to the occupation because they were without near friends, looking upon it as providing a sort of home. Had it not been for the death of my father I should not have had to take to business, and unfortunately I took to dress-making. A young person thus placed is often unable to leave an employer, however much she may wish, because she has nowhere to go to, and this is very different to her from what it is to a man. But even if she has, and she does not approve of her present situation, it is not easy for her to leave it of her own free choice, supposing that the employer is busy or wishes to keep her. To leave against the wish of the employer is a great risk, as it may just prevent her from getting a satisfactory reference, and a slight omission or expression in it may be enough to keep her from getting a good situation, for which she may be really well fit, and at any rate will cause difficulty and loss of time, which she cannot afford. A reference and our character are all that we have to trust to.

If there were a home or institution of some kind where we could go when out of place, and be supported while finding another, it would be a great help and make us much more independent. I have felt the want of this much myself. We would gladly pay small sums regularly towards keeping up such an institution, say a shilling or two a month, and could do so without missing it while we have situations. The money would be well spent, and be sure to be of use to some. I wonder that there is no such institution here.

I was in a house in London, in Oxford Street, which was comfortable in every respect, except having no dinner provided on Sunday, though perhaps there might be a bit of cold meat left; and the bed-rooms being small and low, close under the eaves, and, therefore, subject to heat and cold, and too crowded, four young people sleeping in a small room.

I was also in a small town in Essex in a house where only one other person was employed, and there I had every comfort like at a home, and they were like sisters to me. We did not work late; but when sometimes we sat up till 11 and 12 we had a good supper. In country towns the work is generally lighter, the season not lasting so long, not above a month perhaps.

4. Miss Lee, assistant dress-maker.—It is quite true that for the five months above referred to we, i.e., the in-door assistant dress-makers, seldom left

work before 12, and that for two of these months we averaged 17 or 18 hours a day, quite as much as that. I am quite certain that three-quarters of an hour is quite as much as we spend over our meals, whether in the season or out. When you are much overworked you cannot eat so much, at least without greater variety of food than is provided. I was very much exhausted at the end of the season, but did not break down. In the autumn season we averaged working till about 10 p.m., but we are never very dull. Even lately (i.e., just previously to the middle of February) we have not often given over before 9. Besides the Sunday and the occasional

Saturday evening spoken of above we are allowed to go out till 10 one evening a week, from April to October, if the work allows of it, but it very seldom does.

I was in establishments in two small towns in Essex, and had everything comfortable, and the hours were regular, except on special occasions. In a house in London, a comfortable place, our hours in the season were till about 12 p.m.

[A show-room assistant stated that in a house at Southport, where she had been, the average hour of work was till 11 p.m.]

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MISS JONES'S, MILLINER AND

5. *Miss Jones*.—I generally have between 10 and 30 persons in my employment, 16 of them assistants and apprentices, living in the house. These work from 9 till 8½, half an hour longer than the day-workers, having no stated allowance of time for dinner, but coming up from it as quickly as possible. The out-door hands have an hour and a half for meals, and do not ever work beyond their time. These in-doors are never very late, and if they sit till 10 I sit with them. In the eight years that I have been in business I never had a hand up all night, and that is a great deal to say. I make it a rule to attend to all the details of management myself, which is of great importance, instead of leaving it to a first hand, as is often done. If I am called away I find that the work does not go on so well. A principal should know the business practically. There is seldom any difficulty in getting extra hands, if arrangements are made long enough beforehand without grading a few weeks' salary. I have no stated time for closing on Saturday; it has been at 2 for a bit, but in the busy time it is from 3 till 5.

6. It being late on Saturday afternoon, and the assistants being off work, I had no opportunity of making any further inquiry at the above house. I visited another house of the same class of business, though smaller, and found the system and hours much like those just described. I also visited the shop of a small milliner and straw-bonnet, i.e., one who makes up straw plait into bonnets, &c., in a poor neighborhood. The only persons employed at this are usually one, two, or three out-door apprentices from 12 or 13 years old, who work from 8 to 8, with an hour and a half for meals.

7. *Miss* ———— I am an assistant milliner in an establishment which has also a public hairdressing. In large houses of this kind generally, in Manchester, the hours are moderate, and I should say that much a thing as working on hours beyond the time scarcely occurs. The understood time in such houses are from 8 to 8, or perhaps, as usually where I am, 8½ to 8½; but in some private millinery and dress-making houses here the hours are much longer. In one in which I was till two years ago, there were no fixed

DRESS-MAKER, KING STREET.

times for leaving off work, though 8 was fixed as the hour for beginning. The hands, however, generally worked till 10 and 11, not merely at particular seasons, but quite as the usual thing. Sometimes it was later, as on till 2 and 3 a.m., and I have known it be till 5 a.m., but that was very exceptional, as indeed it used to be. There were some in-door apprentices, and they worked on the same hours as the others. There were several assistants in the house besides. The out-door hands could not leave at 8, but they seldom stayed beyond 9 or 10 p.m. There was no fixed allowance of time for meals, but usually, though not in all cases, just enough time was taken to eat without hurry, and then return to work. Tea, indeed was called 20 minutes, but that time was not taken. A certain quantity of work was given out to be done in the day, and it was obliged to be finished. I think that much of the late hours might have been prevented by good management; but the fact was that the hands knew that if they finished all they had to do earlier, there would merely be more to do another day, so they did not care to finish early. I think that the truth with a great many. So much late work could not but be injurious to health. I hope that some measures will be taken to improve the condition of the class.

Speaking generally of the private houses of the higher sort at least, which are most in one particular part of the town, I think that there is nothing to complain of as to the state of either the work-rooms or the bed-rooms. Perhaps as to meals opinions might vary, though there is no inconsistency. Breakfast, dinner, tea, and supper, the latter usually of bread and cheese, are the customary meals; but generally, I think, the meals are only just taken, and then the hands return to work. Where I am now the meal-times are regular. Nor do I think there is much to complain of as to hours, though the house of which I spoke is not the only one amongst houses of high standing that I know to be objectionably late, though probably it is an extreme case. The average size of a private house, with a good business, would perhaps be 10, or 12, or 15 persons living in, and seven or eight out. In good houses apprentices usually live in, at least those of the higher class, but they are seldom under about 16 years old. On the average they come for three years, at a premium of from 20*l.* to 40*l.* Sometimes a receipt stamp is taken, but often there are no indentures.

SAITHEFIELD'S, SILKMERCEY, & CO., ST. ANN'S SQUARE

8. *Mr. Lamb*, the present principal.—We added a millinery, mantle, and dress making department to our establishment some years back, as several drapers have now done, chiefly for the convenience of customers, and to allow of having our own goods made up. In this department we employ altogether 34, of whom 10 sleep in the house, but only two are now under 18, viz., 16 and 13. The hours are from 8½ till 8½, with lunch, dinner, and tea, and with breakfast and supper before and after work. There is half-an-hour for each meal, except lunch, which is a quarter. We are very strict as to these hours being kept, and will not allow work, even in cases of mourning orders, to be taken unless it can be done

within them. If they ever work at all longer it is very rarely indeed, not perhaps once in six months, and then very little longer. We tell customers that our hands cannot work beyond a certain time, and putting it to ladies in this way we find no difficulty with them. At first, however, we found great difficulty with the hands themselves, as they would say that they could do more; but now our rules are firmly established, and work very well indeed. My opinion is that more work is done within moderate hours like these than if they are exceeded. Certainly it is better work.

We were, I believe, the first in our line in Manchester to establish a half day on Saturday, which

Witness
Agreed.
Manchester.
Mr. J. E. White.
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we did at the time when the volunteer system began, which indeed partly led to it, as a means of enabling the young men to get out to attend drill. Before this we closed at 4. Now all leave at 2 hour, and I fancy that the custom is becoming pretty general, at any rate with the eight or ten principal drapery houses, most of which, I should say, have young ladies engaged in millinery in them. This enables persons to get a long walk on the Saturday afternoon, and no doubt they feel better for it and drier for the work of the ensuing week.

The principal work-rooms, in which are about 20 persons, including two apprentices, is about 32 ft. x 12 ft. 8 in., with five large windows and thoroughly ventilated, as all the house is, having the upper panes made to draw back so that air can be admitted in any weather without draught, and having also perforated zinc in the ceiling with pipes above. These arrangements are thoroughly efficient. We have tried other modes before, but found that they did not answer, as they caused draughts, and were, therefore, always stopped up. The effect of the pipes in drawing off the heat of the gas is very noticeable, from the amount of smoke which accumulates when their

ordinary working is interrupted by the removal of glasses, &c. for the workmen engaged. In a newspaper printing office here, in which the men suffered much from the want of escape for the hot air, they have been quite different since pipes of the same kind have been used.

We do all in our power to make our hands thoroughly comfortable, as is only our duty; but we reap the advantage of it. There is no doubt that if people are properly treated they work with much more pleasure and satisfaction in every way. It is, however, only right to add that our house is perhaps an extreme case, and that, as regards regularity of hours, we may be able to do what would be very difficult in other cases, and that perhaps very few could be equally successful in this respect, however much they might wish it.

[This statement was concurred in, and some of the details supplied by Mr. Atcherly, the gentleman more immediately concerned with the management of the department spoken of. The ventilation and other arrangements for comfort appear very good.]

MESRS. KENDAL, MILNE, & CO.'S, DRAPERS, MILLINERS, &c., ST. AN'S STREET.

9. Mr. Kendal.—Our business is very general, including furniture, as well as drapery, millinery, and dress-making. The two latter branches we have taken on for perhaps the last 10 or 12 years almost of necessity, as otherwise we should be unable to dispose of some of our best goods to our best customers, private houses liking to make up only their own; and many other drapery houses have come to do the same. In this department we employ about 40 persons, about half of whom sleep in the house, but only two or three apprentices are under the age of 18. The hours are from 8 till 8, or in winter from 8½ till 8½, less an hour for dinner and about half-an-hour for tea, which are taken here; and there are also breakfast and supper before and after work. Most are away by 2 on Saturday, as is now very general indeed in Manchester. The recognised hours in large houses with a public business are, I believe, from 8 till 8. The hands very seldom work beyond the regular hours; say, e.g. for a mourning order, and then only very slightly, and perhaps not more

than three or four times in a year. If work ordered cannot be done in the reasonable time of work we refuse it, and constantly lose customers as well as the sale of expensive materials in this way. All are allowed three weeks' holiday in the year, for which they are paid just as if they were at work. At first some may have only a fortnight. The hours in the town generally are much shorter than they were some years ago, and persons employed expect to have more liberty and much more done for them in every way, and they have, I feel quite sure. Our work-rooms here are light and lofty; about 16 feet high. We have remarkably little sickness amongst our milliners and dress-makers, indeed scarcely know what it is. Many of them have been with us for many years. People seem to know more now where they will find comfort and regularity, and seek these places, so that the loss of a few houses adopting this course tends to make others follow it, or otherwise they would be unable to get the good workers.

10. Miss Naughton.—I am the head of a mantle-making department in a wholesale house in High Street. There are a number of wholesale houses in Manchester, in which millinery, mantles, ladies' underclothing, children's clothing, and crinolines, and a few in which cloth caps, are made by women and girls. The cloth caps are sewn by machines, and the work is chiefly finishing them by putting in linings, &c. Lappet or bonnet-front making, at which several little girls work with machines, most, I think, be unhealthily. In the wholesale houses the hours are commonly from 8 till 8, though where I am they are from 8 till 6½. In several the trade work beyond 8 for occasional orders, till 9 or 10, say, but never, to my knowledge, later than that. I have a sister in a wholesale crinoline house, and could name off-hand half-a-dozen such houses. This is a very good trade just now, and the hours, therefore, probably as late as in any.

There has been a great improvement of late in the hours of the wholesale houses generally, as some of them used to work at times till 10, 11, and even 12, I believe. Even within the last five years the change has been considerable. It is owing partly, I think, to the shops closing earlier, and also the trade is more extended and not confined to so few houses. Persons often express a wish to get a situation in wholesale houses, on account of the hours being good. The other evening I was at a friend's house, and her daughter, a girl who worked in a private dress-making house in the outskirts of the town, came in from her

work just about 10, and her mother complained that they kept very late hours there.

Of the wholesale houses, the new are generally good, and built with modern improvements. The crinoline house, where my sister is, is a beautiful place for health and comfort; but the old houses, I think, remain much as they were.

11. Miss Sweetman.—I am head of a millinery department in the same house. In the seasons, from about March till May, and again in September and October, some good wholesale houses work longer hours, and may average till 9 pretty regularly; some a little later; but they would not pass 10 perhaps one a year. Many of the workers are paid by piece-work, and like to work longer. The crinoline machines, however, which are merely sewing machines, are hard work, and want very strong girls, and they cannot work very long at these, as they are so tiring. In a wholesale house where I was they once worked all night, but then they could not go on next day, and were obliged to go home for a good part of it. Skirts are made so much by machines now. Each house will generally have a machinist, who can perhaps turn off as much as 10 persons without a machine. In work-rooms in warehouses the hands generally go away an hour for dinner and have half-an-hour for tea, which they bring; and these times are generally kept to.

In private dress-making, &c. houses here, several of my own acquaintance have, I know, worked all night through and on through the next day as often

even as three times a week, and this in houses of the best class in the fashionable quarter. I have known such cases of working through the night quite lately, and one even last week. The hours, however, appear generally to be much shorter than in London, for I have had friends working here who have gone to London and come back here again on account of the long hours there. In the inferior out-lying dress-makers' houses here, the hands do not work so long, as they are mostly day-workers, and would have to be paid extra, which their mistresses cannot afford.

MRS. ROGERS'S, WHOLESALE MILLINER, ROCHDALE ROAD.

12. Some girls and women work in a small private house making ladies' caps. The principal work-room is very small and close, so small indeed that the fire, as the mistress stated, cannot be lighted, as some of the workers have to sit so close into the fireplace, while others sit along the side with their backs close into the windows. This must, for a great part of the year, prevent the admission of fresh air, at least without exposing these to draught. This room was hot, and smelled strongly from the gas, which is used for varnish instead of the fire, and it was also very literary.

13. Mrs. Rogers.—I employ seven girls, of from about 12 to 15, and seven women. All live away. They work from 9 till 8, less an hour for dinner and half-an-hour for tea. From April till September they average till 8½ p.m., sometimes till 9½; but they do not pass 10. Perhaps, after finishing, one may have to go on errand or two besides. They come as apprentices for a year, and there I generally find them a place somewhere else.

14. Elizabeth Ann Hume, age 12.—When I came here I was not quite 11. Another girl came when 11. My hours and meals are (as above). Have stayed till 8 or 10 p.m. perhaps twice a week, but never later than 10 minutes or so past 10, and that very seldom. Sometimes take only a quarter of an hour for dinner; but I live a quarter of an hour off, so that I must be away towards an hour. Now I am

Cloth caps are made a good deal in small private houses in the suburbs, a number of girls, say, 10, 20, or even 30 working together.

Some women keep sewing or machine machines in their houses, and employ perhaps three or four girls on muslins, quilted skirts, and such things given out from warehouses. Their notes are done a great deal by women or girls strictly at their own homes. I know of only two warehouses in Manchester that make them on the premises; the rest give them out. A warehouse will give out a dozen notes even to a girl alone, simply on her giving her address.

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out of my apprenticeship I can do a week here at making caps. The room is too small for us to have a fire, and we did not even in the frost lately, but we have gas lighted all day instead. It is very comfortable—always warm. Sometimes the others have headaches.

At another place I knitted "shafts" for calico with "capes," i.e., short sticks with cotton on. There were three big rooms full of women and girls, the youngest about 9. We worked from 6 till 6, and had an hour for dinner, and I got 2s. a week. It was not a factory.

At another place, a room at a bread shop, I worked at balling cotton. There were four girls, and the mistress's daughter turned a machine.

Can read without spelling, write small hand, but not a letter, and did multiplication, &c.

MRS. STRONG'S, CHEMILLE NET MAKER, HIGH CAMBRIDGE STREET.

15. A private house, in which work some girls, the youngest 9, three of 10, and so on up to 18. Some make chemille hair nets by netting on meshes with the hand, and a few in the same room do quite different work, viz., punching holes for eyelets in luggage labels, printed and cut in the house. All could read, except the eldest, who, her mistress said, could not tell the clock.

16. Jane Sams, age 12.—Here two years. We all come to work at 8 and we chemille girls stay till 8, or sometimes only till 6. We are busiest most part towards Christmas, and at other times when they want orders. Then we come at 6 a.m. and stay till 7, or 8 p.m., and we have come at 6 a.m. and stayed till 9½ p.m., but not very often; perhaps twice in a week; but both in winter and summer. A girl new about 10 need only to come at 7, and stay till about 8½ only, because the mistress thought that she was too little to work so long. My sister Jessie, now

10, is one of them, and has been here about nine months. We have an hour for dinner, but, if busy, sometimes come back a bit sooner if we please, perhaps at 1 to 2 or 1½, and stop 20 minutes only instead of half-an-hour for tea. Sometimes take some work home. At the house that we work for there are, I should think, 60 women and girls doing the same kind of work. Some are better than me. They sit a deal closer than we do here.

[The mistress stated that they did at times come at 6 a.m. and work till 8 p.m., or so.]

MR. WATTS'S, BONNET FRONT MAKER AND WHOLESALE MILLINER, RUSSELL STREET, LONDON ROAD.

17. The manufactory is an ordinary uninhabited dwelling-house in a small street, and other manufactories of the same kind in the same street present the same outward appearance. The size and height of rooms in such a house are not well suited for a work, parts of which depend upon heat, unless special provision is made for ventilation, and the numbers employed in each room limited. Some, but not apparently enough, ventilation has been provided, as also washing conduits. Twenty young females were at work with making-up machines in what would be but a very moderate bed-room. These machines, however, are heated by stoves, as described by me in the case of a London manufactory in the Appendix to your First Report (see Lace-finishing Evidence, Messrs. McPherson and Voley's), instead of by gas as formerly, and as used at Nottingham. The improvement as regards the state of air and health is stated (b. 18, 19) to have been very marked. The air in February was not noticeably oppressive.

18. Mr. Watts.—My business is chiefly lapnet or bonnet-front making, but includes other articles of wholesale millinery, such as children's hoods, nets, &c. My numbers are now at their lowest, viz., about 70; but at my fullest time they are nearly 160, all females but four or five. About a full third of the whole number, whether large or small, will be under 18, but very few under 13. I do not take them

under that age if it can possibly be avoided; but sometimes a younger girl will be sharper and more useful than one who is over it. The hours are from 8 till 8, but they generally give over at 6. But about Whitsonide is always a very busy time, and then usually for two or three weeks, but never, I think, above three weeks running, and in occasional instances at other times, for shipping or pressing

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orders, they work from 6 a.m. till 9 p.m.; but they still have their regular meal times then. The rule is for most to have tea, and breakfast if they come early, in here, and hot water is provided for them. For dinner, they go or stay, as they please; but they cannot work then, as the steam is turned off for the hour.

There are a number of bonnet-front manufacturers in Manchester—I can count a dozen—several of them in this street, and most, I think, in what have been occupied as dwelling-houses like this. I am not aware that any of them is so large as mine, and some are much smaller, employing perhaps a third of my number. The kind and system of work is, I believe, the same as mine in all; and they must, I should say, be governed by the same circumstances with regard to hours.

I do not find that the people suffer in health much from the heat, though I often notice it myself on entering a room; and in very hot weather, sometimes a little faintness comes over some. When, however, gas was used for the making-up machines, the health was really affected. Indeed it was the oppressiveness of the gas which led me to adopt steam instead, though as I have a large number of models the steam is, I think, also cheaper to me. It might be the reverse if I had only a few. The article produced is the same whether gas or steam is used, but a different kind of machine is required. I have put ventilators in the chimneys, and should be glad to do what I can to improve the healthiness of the place. I have put up washing places; they want them.

There would be no practical difficulty whatever, as far as carrying on the work is concerned, in having two sets of young girls, if all under 13 were required to go to school part of their time; but as I have so few of these, I should probably cease to have any. Still if I had any because they were cheap, I could easily put others in their place for the other half of their time. There are plenty always to be got, and I refuse girls of that age almost daily.

It is impossible, however, to keep the day within regular hours. There are difficulties in such light and fancy materials as I use which do not apply to heavier goods. There is great uncertainty as to what will be wanted, and the articles are perishable, and take such an enormous amount of space in proportion to their value. They would spoil in a few days from dust, &c. if kept here; and though, if properly stored, they would keep two or three weeks without hurting, the space required would be too costly. Warehouses have to keep large stocks; one that I know, I should say, to do its ordinary business, must keep 3,000 or

4,000 boxes; and another, which is being altered chiefly for the convenience of storing them, 4,000 or 4,500. Probably, if the sale is very large, many are sent out from the warehouses the same day that they are taken in; perhaps, on the average, they may be in it from one to three weeks, not more.

The busy season is very uniform, and can be reckoned upon, but it does not follow that extra hands can be supplied. The other manufacturers of the same kind are busy at the same time, and there might not be enough about. It takes some time to teach the work, six or eight months, to do it well, and perhaps a couple to do it possibly. It might not be worth while for any to learn, or for me to teach them, merely for the season. When, however, I do fill up my full numbers, I generally have to do it by training new hands.

I give out whatever work can be done by hand, such as making hair nets, &c., which is done in private houses; and I know that girls have taken it home from here to do. People who do this work may be classed as milliners. If late work were prohibited in large places like mine, I think it would be impossible to reach the milliners who work in houses too, otherwise in a busy time it might be unjust to me, as they would get the work.

18. *Miss Ford*.—Worked for a year at a making-up machine hosed by gas. That was very injurious to health, especially causing headache. Was very seldom without it, and several times had to leave work for it. Would have given up the work entirely, but for steam being used instead of gas, as it is now. Conditions differ, but all find the steam much the best. Am now free from the headache now, but of course when the hours are long I find it out. Occasionally they are very long, viz., from 6 and over 5 a.m. till 9 a.m., but usually they are very nice, viz., 8 till 6. When we come in, enter the room is no intensely hot that you can hardly bear it.

19. *Georgina Curre*, age 14.—Glasgow. Think I was not 9 when I came here. Have very good health. It is just the right warmth. When busy come at 6 a.m. and leave at 8 p.m., or sometimes 9. Have not worked till 9 for more than a week together. Were busy three months in the year.

Am a good reader, not such a good writer.

21. *Sarah Ann Pless*, age 10.—Was only six months at day-school, but go on Sundays. Knows letters, not all. Have never been out in the country—the fields—at all. Do not know what a primrose or violet is. Lily and rose no flowers. Have heard the Queen's name mentioned, but forget it.

22. When in Manchester I had seen the writer of the following letter, and understood from him that to his knowledge, there was now no Dress-makers' Association in Manchester, but finding that there had been one instituted a few years ago, and doubting if I had understood him correctly, I wrote to him on the point.

23. Manchester, 77, Mosley Street,
Dear Mr. WHITE, 6th June 1884.

I am to acknowledge the receipt of your letter inquiring into the state of matters in this city connected with dress-makers and milliners generally. My reply will, I am sure, be very satisfactory. The fact is, our Dress-makers' "Association" (of which I was a member a few years ago) ceased to exist, from I believe a lack of it; for I am persuaded that the girls employed in houses of business are far better cared for than they were formerly, and that there is a growing feeling amongst the people that there is a great deal in their power in preventing the

abuse of labour. I have been informed that employers or customers are more considerate now than at one time, and that there is, therefore, less paid towards the end of the week. Of course, every job has its exceptions, and so it is in this case.

In haste,

Believe me, &c.

THOS. TURNER.

P.S.—The memorable meeting (which you allude to) held in our Town Hall, under the presidency of the Bishop, and which my benevolent friend, Mr. Grainger, attended, was productive of an immense amount of good.

24. The following account of the state of some of the warehouses in Manchester where females were taken from a paper read before the Manchester Statistical Society in 1840 by a medical gentleman of long experience, to whom I applied for information, and who kindly referred me to this paper for it. So far as I could learn, there has been no particular change in the character of the places in the interval. The term "women" is used as including girls.

25. Having seen Mr. Asher's (late) warehouse (at Nottingham) described in this paper as "a model

"warehouse," and learned his wise arrangements for the good of his hands, I naturally both thought

of looking into the condition of these warehouses in Manchester where females work. I was not previously aware of the great number of women who find employment in our warehouses at "fill-making, exp-making, and the like, amounting, I am credibly informed to several thousands. By the permission of various masters, kindly and frankly given me, I have looked through 10 warehouses, employing about 1,100 women, and of these only two can be said to be commodious and well aired. In the work-rooms of four or five, the cubic air space per woman was excessively small, and the atmosphere polluted by gas-stoves and gas-lights. In one of these warehouses I noticed a long low room of less than 4,000 cubic feet of air space, where sat 30 women, and in an adjoining room, of not more than 1,800 cubic feet, there worked 24 women; and the air space of the rooms in several of the other warehouses, with reference to the number working in them, was little, if at all, greater. The atmosphere in these was very bad; and when, in one instance, I expressed my surprise that a window was not kept open, my attendant replied that the inmates about any window he might open as soon as he turned his back. On this I asked one of the women what made them do so; to which she answered, the place was so hot that an open window produced draughts such as nobody could endure. It is hardly possible for any one to imagine the insufferableness of several of these warehouses, and the bad state of the atmosphere in the work-rooms, without paying them a visit; and a remedy for such evils is by no means easy. The reason is this: nearly all the buildings in Manchester in which women work were originally erected, not for warehouse purposes, but as dwelling-houses; and the work-rooms—once used as nurseries and sleeping-apartments, perhaps—are now occupied by nine or ten times the number of persons they were originally meant to accommodate.†

* Bonnet frons are so called.—J.E.W.

† The unsuitableness of dwelling-houses into warehouses in Manchester is a subject of considerable local interest and urgency. The following account of it, with the rise and ex-

What, it may naturally be asked, is the physical and moral condition of the women in these, for the most part, badly ventilated warehouses? I do not find that they work longer hours than in Mr. Adams's establishment; and they cease earlier than his hands on the Saturday. With respect to health, I noticed in many that salivaceous or complexion which indicates a depressed state of vitality; but were it found that the health does not absolutely break down, this would make little in favour of the ordinary state of these warehouses. The female sex, when in the spring-time of life—between the ages of fifteen and twenty, five—bears up surprisingly under such causes of physical exhaustion as these, especially when, as in the present instance, they do not sleep on the premises,—the case in many of the London warehouses,—but walk night and morning to and from their own homes, which lie often at considerable distances.† Concerning their moral condition, I would speak with caution. * * * A friend, whose official duties make him familiar with the state of our lower classes, tells me that when trade is brisk the women's work-rooms are generally overcrowded; and being in most instances badly ventilated, a state of atmosphere is produced injurious to health, depressing to the spirits, and disposing to the use of intoxicating liquors, as well as to such amusements as the dancing-room and theatre. * * * This, it must be admitted, is not a cheering picture. If lodging-houses, factories, and print-works are thought to require inspection, these work-rooms, it will perhaps be estimated, equally demand it; assuredly this is a form of social evil which ought not to be overlooked.

section of the different branches of our trade, I have from Mr. David Bebbison, than whom, from his great local knowledge, no one is more competent to supply this kind of information. (The detailed account given by the writer of the Paper in this note is here omitted.—J.E.W.)

† I am informed by an experienced agent present in one of our warehouses, who used to be in a London house, that there is a considerable proportion of the hands remain and sleep on the premises, the beds often laid in corridors and other close quarters. (This note also is by the writer of the Paper.—J.E.W.)

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MISS BARRY'S, DRESS-MAKER, NORFOLK STREET.

26. Miss Barry.—All the persons in my employment but one, a new relation of my own of whom I take charge, are over 18. Apprentices do not suit me. The usual custom in the trade is to take them with a written agreement drawn up, but in this usually nothing is said about the hours of work. When an apprentice is taken into the house to board, there is always a premium, and generally pretty high, e.g., 20s., 30s., or 40s. It is when they live in the house that they are worked the longest. When they do not, they generally go home for an hour at dinner, and leave at the regular hour, even in busy times. I do not know that they ever stay late. Those in the house do not get so long a time for dinner. Assistants who board in their employer's house are paid at a certain rate whether there is full work or not, and therefore feel bound to work late when they are wanted without any extra pay. I went as apprentice myself at a place near London, where they said that the hours were from 8 till 8, but they wanted to get us up at 7 a.m. and keep us at work till 10 p.m., but I objected, and having a good horse to go to, I left in six months; but there are others who have no home or place to go, and must stay on where they are. The usual time of proper apprenticeship is three years. Young persons after being out of apprenticeship, being then probably about 16, 17, or 18, often go up to London houses as improvers.

The hours in Paris are not nearly so long as in London. I have been in houses in both. In Paris the people are more independent, and will not work so hard. Where I was they did not think of begin-

ning before 9 a.m., which left time for a walk before breakfast, which I always had, and they generally clear out at dusk (i.e. in summer probably.—J.E.W.) I would never work there beyond 11 p.m. though some did till 1 or 2 a.m. But in Paris they are not paid for holidays as well as working days as they are in England. In London, where I was, at a well regulated drapery establishment in the West End, the dress-makers began at 7, and the milliners at 8. Dress-making is much more laborious than millinery. Still, notwithstanding the longer hours in London, many when once they have been there get so like the workmen, and think the country dull. One that I had from London, where she had been overworked, and who was told by the doctor that she was killing herself, when she had been here a short time said that it was so dull that she must go back, but she has now come to like this place well.

My thoroughly busy time here is about a fortnight or three weeks in the year, and at other times my work is very regular. Ladies are not so unreasonable here as in London. While people press so far their dressers, I do not see how irregular hours can be avoided, though it is a great pity. If the work was not done just when it was wanted, the customers would go elsewhere. A private establishment is more dependent on seasons than one which is a shop, for unless it does all the work wanted in the season there would be no profits at all, whereas the shop has the profits of ordinary sale.

There has been a great prejudice against using machines. My workwoman would not use mine at

Sheffield.

Working
Apprent.
Sheffield.

Mr. J. K. White.

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first, and said that it did everything badly, but now she likes it, and can get through many times the former amount of work with it. They have done a great deal to diminish the labour in many ways.

27. *Miss Chapman, first hand.*—I was obliged by ill-health to leave a situation in a very large and fashionable establishment in London, where I was last year, and, though much better now, still suffer from a complaint in my chest brought on there, and have a cough. I had no chest complaint before, but there was twice laid up with what the doctor called an asthmatic affection of the air tubes, brought on by exposure to the draught of a window by which I was obliged to sit for the sake of fresh air, and by chills from going down to the cold and draughty dining cellar after coming from the hot work-room. I could scarcely breathe, and became so weak that I could hardly get up stairs; and finding that I could not get there the rest and good living which the doctor said that I must have, I left to come into the country. I had to spend pounds in a year there in buying proper food for myself; and many, I believe, spent more than I did.

I would not work so long as the others often did, though all the season, which was very long, I worked from 8 a.m. till 11 p.m., which was reckoned the usual time in the season. I was sure that my working longer would be no profit to my employers, and, being a first hand and good worker, and having been many years in the business, I knew that I was valuable to them, and, if need were, could easily get a good situation elsewhere, so could venture to refuse. I went for the sake of getting a reference from a house with so good a name. It is this power of giving a reference and the advantage of seeing a good style of work which enable a fashionable house to command any number of good workers, for very small or no salary, as improvers. Indeed, the employer thus has an almost complete hold over the young people, and it is from this that they suffer most. If one complains or objects to anything, or does not wish to stay so long as is desired, she may be unable to get a satisfactory reference, and without it she may probably be unable to obtain employment. I have known many kept out of employment for months for want of one.

The health of the others suffered very much as well as my own. In the 16 months that I was there many left ill, several looking as if they were in decline, and two who had left died; but this by no means shows all whose health suffered from the long hours, hot work-rooms, close bed-rooms, want of good food, &c. (*Details as to these facts, given very minutely, are omitted.*) In one little room where two cousins, of about 16, both orphans, apprenticed by an uncle at premiums of 50*l.*, slept, and which was so small that their bed had to be close under the window, I have many times seen their bed dripping wet from the rain, and they said that it was very often so. One had a dreadful cough. The hot air from the gas coming down from the low ceilings was almost unbearable in the evenings, particularly in winter, when the gas was sometimes lighted all day, and in December often by 2 o'clock. At these times I could scarcely get through the day, and could not sit up at night at all. I could not describe what I suffered then from the heat coming down on my head. I have very

often seen girls faint back in their chairs at work, or fall on the floor when getting up to move. If so many suffered, more or less seriously, in the short time that I was there, what must it amount to in a number of years? I believe that many will rise up in judgment against those who, knowing of such misery, and with the means to stop it, did not do so.

If the workers would all join together and say that they would not submit, in fact, would strike, as men do, the practice of late hours might be stopped; but I do not see how they can be stopped otherwise. Where I have worked only 12 hours a day I am sure that we got through much more work in proportion.

The late hours at ———, the house which I have spoken of as I believe is the case generally, was caused by bad management. Bills were often made out with mistakes in, and things were sent to wrong places or mislaid. Even in the case of some work for one of the Royal Family, an article which was missing, about which there was a great fuss made, was found to have been in this house all the time. The fact was, that no one served with a good will or cared for their employers, so things were not likely to be well attended to. Another great cause of the late hours was the thoughtlessness of the mistress. Sometimes she would come in at night and take up a dress when quite finished, and look at it, and if it were not entirely to her taste, which certainly was exquisite, would take the scissors and slit everything up, and have it all done over again. Sometimes she did this merely in a passion, when the dress would really have done quite well as it was, as was plain, because sometimes it was made up just the same again, and sent off. I believe that half the night-work was caused by thoughtlessness of this kind.

Great good would be done if in all agreements on behalf of young people it were stipulated that they should not work beyond a certain number of hours. Young people should in all cases be protected by such agreements, and their friends should impress upon them not to work longer, otherwise the young people might be induced by threats or persuasion to give way. An apprentice who worked under me had it fixed in her agreement that she should never work beyond 9, and her friends told her not to do so, and the consequence was that she very seldom did. But generally there was no distinction between the hours of the apprentices and the others. But in very many cases those who board in the houses are orphans or without homes. Those in this London house were in this condition, and these, of course, were glad of a home of any kind, and unwilling to risk losing it by being too independent.

The younger ones were never allowed to go out except on Sunday. There was no place for them to spend that day in if it was wet or they were unable to go out, except their bed-rooms or the work-rooms in which they had been working probably 16 hours daily all the week before; and when it was dark only one gas-burner was allowed there. We first hands and the show-room young people had a room to sit in, but the others were not allowed to use it. My heart often used to ache to let some of the poor young things come in.

The holiday which was allowed out of the season was often used as a means of enforcing work, e.g., by threatening that if they did not sit up to work they should not have any holiday.

MRS. STEEL'S, DRESS AND MANTLE MAKER, HANOVER STREET.

28. *Mrs. Steel.*—I have had many years' experience in the business, both as employed and as an employer. From what I have seen I am convinced that it is quite unnecessary to keep young people at work so late as they are too often kept. Indeed, as soon as I heard that an inquiry was coming, my remark was that if I was visited I should say, that if mistresses would mind their work and manage it well, young people need not be slaves. For this, however, it is necessary that the mistress should not undertake

more work than she can do in a reasonable time, and should be practical in executing her orders, and should be firm and insist on punctuality in her workers. I act on this principle, and am always able to keep to my time, and my customers know that they can rely upon me, and also that on their part they must give me sufficient notice. I constantly have work a month beforehand. Sometimes it happens that something more pressing occurs, and then I ask if those whom I have promised one week

a little. It also constantly happens that I cannot undertake to finish work in the time asked, and if people will not wait till I can promise to finish their work I refuse it. In this way of course I lose a good deal, but I gain in the long run. I have set too many hands, so can look after them well. Two are about 14, and the others grown up. When there is more than three can do, I get day-women to help. My regular hours of work are from 7 a.m. till 8 p.m., with breakfast, dinner, and tea, and supper when work is done, generally a little before 8. I give the young people plenty of plainest healthy food, as I know that they require it; and I am very particular to get them the best flour, as bread is really their chief support. It is very hungry work. Where I learned the business, at Chesham, the hours for the in-door apprentices were from 6 a.m. till 8 p.m.

I insist on there being no work after 8. It is much better to begin early in the morning. I have often said, when I have seen lights late in other mistresses' windows, that I am sure that they do not really get through more work with late hours than I do with shorter, and with an early day on Saturday, viz. from 6 till 8, which I always allow, as I know one of the chief milliners in the town does also. I also allow a fortnight's holiday in the year. My hours are, I am sure, quite as much as I can stand myself. It is impossible of course to regulate business so exactly in the London establishments. Want of proper space for work is a great mistake. Even in a good house in London we had to cut out on our knees, and were so cramped that we could hardly tell how to get on. At a house in Birmingham in which I had a situation there was no regular system of hours for the in-door hands when I was. They began when they liked, seldom before 9 a.m., and if they came late it was understood that they must work late, and in any case finish what there was to do. They had sometimes stayed very late, but as fast hard I asked my mistress leave to get them into a more regular system. She said that I could never do it, but I did, and got them to begin at 8 and leave off at 8, keeping them to their work well during the day. The day-women, however, had always come and left at 8, as they could not be got to stay later. In London the first hands are made to leave for the late hours, as they do not keep their young people to their work, but let them chatter-chatter, and so waste time, which must be made up afterwards. Some-

times too a manager is in fault for not getting out enough work in time, and half-an-hour is soon wasted in this way. If principals would only stir themselves, and set more to each point, girls would not be in such a state as they are. I have often said to principals, "Ah! you don't attend to your business enough yourself, and, therefore, your inferiors don't."

I take apprentices usually for three years, with a premium or a yearly payment, but without a written agreement. It is much better to be able to part, if either finds out that it does not suit to keep on. I have given up one, who paid 20*l.* a year, simply because she did not get on satisfactorily, and it is no real use to a girl to be kept on learning if she has not ability enough ever to make a dress-maker.

For a long time I held out against using sewing machines, thinking that it would deprive people of work; but it saves so much labour, and works so beautifully even for the finest work, that I was obliged to use it, and I now see that the machine is a benefit even to the workpeople themselves. They can get through so much more with it, and it makes girls clever, because they have not to spend so much time over plain sewing, but get on sooner to fine and higher kinds of work. It saves the eyes too very much, as it relieves them of some of the work most trying to the eyes, e.g., stitching bodies.

My health suffered much from the long hours of work at a London dress-maker. I went up there from the country a strong, fresh, and healthy girl of 18 or 20, but in nine months was quite white and like a skeleton, and had to go away, and my mother said that I should never go back to London. But I had become so fond of being in London, that after being away for towards a year in another situation I went back. But in the heavy season, which lasted for about three months, we were often up till 2 a.m., sometimes for several nights together, and all had to be up at work again by 7 a.m., or were tired till noon. It was the long hours alone which injured me, for we had every comfort, and always bread and a glass of wine at 11 a.m. Through those who wished could spend their Sunday in the house, it was understood that the mistress liked them better not to do so. I usually spent it with my friends, unless I liked better to lie late in bed. But I know that at some houses the young people are obliged to spend Sunday out.

THE MESSRS. DIXON'S, DRESS-MAKERS, GRIFF STREET TERRACE.

29. *Mrs. Dixon*.—We do not like to keep our young people late. But we have had several persons come here who had left other places in the town on account of their late hours there; but no one here has now been spoken of being kept later than 10. When I learned the business in this town myself as an out-door apprentice, we often stayed at work till 11 and 12 p.m., and sometimes went to work at 7 a.m. A girl could not refuse without giving great offence, and probably would somehow be got to leave, and if so, would lose her premium, which few could afford to do.

When two of my sisters learned in London my parents would not allow them to board in the employer's house, as that would put them so much under her control; and they stipulated that my sisters should work only from 8 till 8. But still, though they generally did not come till 11, or from that to 12 p.m., my parents did not like to press the matter and insist on the agreement, as it was made quite a favour by the employer to allow my sisters to board out.

It is very desirable that the employment of young people in this business should be inquired into, but it will be very difficult to learn the real facts, as in so many cases they will not be allowed to be known. More regular hours ought to be secured in some way.

Employers may do a good deal themselves by better arrangements; but there are often good objections to taking on more hands. Persons of skill and of good character cannot be secured for more occasional work, and an employer does not like to engage them beforehand for longer periods, for fear of having more than should turn out to be necessary. A great objection is felt everywhere to taking on day-workers, because they learn the patterns and styles, which the employer of course wishes to keep private. My sisters and I prefer to do the extra work ourselves, and have sat up many nights for the purpose.

This difficulty might be met in some degree by giving out at busy times the plainer and easier parts of the work, and doing only the more particular in.

We do not like to keep the young people up to do the extra work, because it is bad for them, and we know that they get no benefit in return. In large establishments, where it is impossible for the employers to do the extra work by their own personal extra exertions, it becomes a matter of positive right and wrong to employ other hands or find some way of getting the work done without keeping up their workers.

A good deal might be done by means of dress-makers' institutions, like the London one.

If such places were more numerous, employers

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would be able to find additional hands, however suddenly they were wanted, which now they are often unable to do, and there would be some security for the good character of the persons recommended. Such institutions answer well in the case of servants, and, if adopted more extensively in this business, would much diminish its evils, proving a benefit alike to employers, the employed, and the unemployed, who would no doubt gladly contribute something to the support of such institutions in return for the situations obtained by their means.

30. *Miss M. J. Carter.*—I left another house in this town, where I was an out-door apprentice, to come here, partly because we were kept beyond our proper time in the evening, viz., 8, and partly because the mistress was so severe. In the month that I was there, I only came home once before a quarter to 8, and two or three times not till 10. At about 7

or 8 o'clock we used to be sent out errands, carrying something home to customers, and such long distances that, with waiting for the things, it took two or three hours. One night I had to start after 8, and go about a couple of miles to the outside of the town, and then, with the waiting, could not get back till after 10. I was 14. We all were sent out on errands at night in the same way.

31. *Miss E. Brown.*—There are four besides myself here under 18. All live away. Our hours are from 8 till 7, and we always have an hour for dinner and half-an-hour for tea. We have never stayed later than 8½.

At another place in this town, where no one besides myself was employed, I went at 8½ a.m., and generally stayed till 8½, very often till 9, and I have stayed till 10.

MISS STEEL'S, MILLINER AND DRESS-MAKER, GLOSSOP ROAD, SHEFFIELD.

32. *Miss Mason, assistant.*—Work from 8½ till 8½ in a general way; never leave later than 10, but sometimes when busy stay here all night, but do not work later than 12 then, and begin again at about 7.

33. I visited in Sheffield another private house, with much the same kind of business and hours as the above, and two or three shops employing milliners and dress-makers; the hours at the latter being 9 till 7 or 8, with meals, the hands sometimes staying till about 10, but not later; and at one which employs a large number, an assistant stated that she had come at 6 a.m.

Have generally an hour for dinner and half-an-hour for tea. Work does not do me any harm, because I get a walk of two miles each way, coming here and going home.

Rotherham.

ROTHERHAM.

34. *Miss —.*—I am manager of a millinery and mantle-making establishment here. Only one or two of the young people here are under 18. The hours are from 8½ till 8½, with an hour for dinner and half-an-hour for tea, but the hands are not kept very strictly to these hours. The short time that I have been here, being just before Christmas, has been rather busy. Last Saturday work went on till 11½ p.m., last night (Monday) till 10, and perhaps three nights in all as late as 11. The hours at such a place as this are very different from what they are in London and some other places where I have been. Once I had only 16 hours for sleep in a whole fortnight.

I have been engaged in several towns in Yorkshire and Lancashire. In one, a small town near Bradford, my health was so ruined by two years' hard work that for a long time afterwards I could not do any hard work at all. The hours were nominally from 8 till 8, but in the season they were really very long, and we used to begin at any time almost; it just depended on the work. Sometimes we began at 6 a.m. and worked on till 11, 12, 1, or 2 at night. Twice while there I worked without rest from Wednesday morning till Saturday night. I was the only one who did so, and did it of my own choice; one of the times it was not even known by the employer but what I had been to bed. But it was my place to see that the work was done in time, and it would have been as much as my situation was worth if it was not done. I knew that, and also it was a very comfortable place, otherwise I would not have set up at work so long. The fact was that there were not enough hands employed to do the work of the place, and the work must be done. Some of those employed were quite young; one 18, one 14, one 13, one 12, &c.

The hands were too few likewise for the work at a Lancashire watering-place where I took a situation, but the work in consequence fell so heavy on me as first hand that I would not stay, and left in three weeks. The work-room was good, but there was neither comfort nor cleanliness in the house, and in summer it was very unhealthy. The food was bad, and there was not enough in quantity, and too short time to eat in. Indeed, in all

the places where I have been, though good in most other ways, the general custom has been for the in-door hands to have just time to eat their meals, and no more,—a quarter of an hour for dinner, or sometimes 10 minutes, and sometimes no time at all,—but the latter is chiefly the case when a person is in the shop as saleswoman. I went to this place as milliner in July, and was the sixth milliner who had filled the place since the Christmas before, so that you can imagine what sort of establishment it might be. There were nine dress-makers and milliners in all, seven living in the house, and six in one room.

At a small town in the east of Yorkshire I had to sit up many nights both for mourning orders and other business. The hours there were called from 8½ till 8½, and the younger girls, who all lived away, usually left at the proper hour, except perhaps on Saturday nights. This however depends very much on the disposition of a manager, and some few hands are very bad in this respect. I should not think myself of doing such a thing as keeping the young ones. As soon however as the young ones come to be useful they are likely to be kept late if they are wanted.

In London in the season the mistress did not profess to have any fixed hours. It would not have been much matter if the did, for in such places they are not taken any notice of. Sometimes we used to get up at 2 or 3 in the morning and work on till 11 and 12 at night, sometimes till 2 or 3 the next morning. There was Sunday-work too there for them who would do it. French women are the chief Sunday-workers. If they go to mass in the morning they feel all right, and think no more of working on Sunday than any other common week-day. The workers consisted chiefly of improvers, some about 16 or 17 years of age, who came up for a short time and paid a fee, say for a month paying two guineas, and those had good situations found for them by the mistress. The house arrangements were not at all comfortable.

But at other places, and indeed all where I have been, with the two exceptions that I have named, the rooms both for work and sleeping, meals, and house arrangements have been very good. In Manchester

as a first-rate house (which I visited afterwards, J. E. W.) we found the half day, which each half of the hands got on alternate Saturdays, a great relief. It was very pleasant to be out of doors by daylight.

I wish that all these matters now being inquired into had been attended to a few years ago, before I began. It is impossible in such a business altogether to avoid pressure of work, but good management and punctuality will do much towards it.

35. *Mrs. Dawson*, dress-maker, Clifton Bank.—My hours are from 9 till 8. My own health has suffered so from late work that I would not think of allowing it here. I have had several bad illnesses, and cannot now sit past 10 o'clock. It is the greatest mistake for people to say, as some do, if they have a weekly child, that they will on that account bring her up to the millinery business. Milliners ought to be very

36. I visited in this town the house of another dress-maker who employed no one but two young nieces, but these as regular workers, from 8 till 8; and also a draper's shop, employing five millinery and mantle makers, as many, I was informed, as any shop in the town. At this the hours are from 8 till 7, and Saturday till 10. The master of a millinery establishment stated that his work had sometimes gone on till 12, but never passed 1, and that his apprentices did not work beyond 10 p.m.; also that Saturday night was usually the latest.

BARNSELY.

MISS NORRIS'S, DRESS-MAKER AND MILLINER.

37. *Miss Derbyshire*, head assistant.—This is the first business in the town, but the number of persons employed is small, and all but one live in the house. The regular hours are from 8 till 8, but in the busy times, viz., for about six or eight weeks in spring and about the same in autumn, they are longer, viz., from 7½ a.m. till 9½ or 10 p.m. There are also a few occasions, perhaps three or four in a year, such as balls, weddings, &c., funerals, &c., for which work must be finished; but I have not known work here later than 12. The men are sometimes short, but it is the workers' fault. Some young people are careless, and employers think that they have a right to a day's work. In work-rooms it is a general principle to keep the hands up to the mark pretty well. There is no mistake about that.

I have been also in large wholesale houses. One was in Piccadilly, Manchester, and had a large shipping business for Australia, India, America, and other places. The millinery being made for wholesale

purposes, and an immense stock kept, the hours, which were short, viz., only from 9 till 6, were also regular throughout the year. I have known as many as 5,000 or 4,000 bonnets in stock, and 1,600 sent off in a week. There were 80 milliners in my room at one time, besides a great many in another. The warehouses are generally more regular than private houses as they keep stocks, whereas private houses of course only make to particular orders. Ladies come in and suggest so many alterations that it is more trouble than to make the thing new.

38. *Miss Thacker*, assistant.—Have only been here a few weeks, so cannot speak much of the hours. The work and bed rooms are very nice, and the lady is very particular about us.

In two small towns in Lincolnshire and Cambridgeshire, places where I learned and improved whilst the last five years, my hours were from 8 till 8, and never beyond 10.

39. I visited another private dress-maker's house in the town, where the business was conducted in much the same way as at that just described, but the hours appeared a little shorter. I was informed the drapers in the town employed milliners and one of them dress-makers.

DONCASTER.

MR. ROBINSON'S, DRAPER, &c.

40. *Mrs. Robinson*.—We generally employ about 18 or 20 persons in millinery and dress-making, never any under about 14 or 15 years of age. We have a separate house for boarders, where they are under the charge of a matron, and are made as comfortable as possible in every way. We find that it answers much the best to treat them in this way. We get a better class of hands, and they generally stay with us a long time. Those whom we have thus as boarders are generally a respectable class of orphans, fatherless or motherless, sometimes both. One whom we have now is the daughter of a clergyman.

The work-rooms are not large, but are well ventilated, and we take care that they are not in any way detrimental to health. The hours are from 8 till 8 in summer, and from 8½ till 7½ in winter. The boarders take their week-day meals at the shop premises, and have only half-an-hour for dinner, instead of an hour like the others. The time in which there is work beyond the usual hours is not more than

three months in the year, if so much, and then they never work beyond 10 p.m. The only exceptions to this are very rare occasions, such as a public rejoicing, a general mourning, or a ball. I should think that they do not work all night once in three years. We never have to ask them to stay late, but they always do it voluntarily, and often ask to be allowed to work all night, but we will not allow it. I should think it blood money that was made by working for such hours as are worked in London, and could never have a quiet conscience with it. In an agricultural town like this there is very little pressure. People here give more time, and will consent to wait for their orders if necessary. Even here, when we want to get extra hands as day-workers we can get plenty; they are glad to come at 9a. such, as they learn our style and improve themselves. This is a great objection to employing them, and we avoid it as far as we can, but it is a necessary evil, and better than refusing orders or overworking the other hands.

Washing

Apparel.

Date: 1891.

Mr. J. T. White.

Liverpool.

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41. At two other private dress-makers, only a few are employed, now living on the premises. The hours are much the same as the above. One of the two had given up the millinery branch in consequence of some of the drapers in town taking to it.

LIVERPOOL.

Messrs. Sutherland & Co.'s, Silk Merchants, Milliners, and Dress-makers, Bold Street.

42. Mr. Sutherland.—Our business is one of quite the first class. The establishments carrying on millinery or dressmaking of some kind in this street alone, which is the fashionable part for them, are very numerous. Besides half-a-dozen general houses, there are probably a score of smaller or private houses, most of them employing families more or less. All the persons in our employment live in the house, except a few day workers that we take on in the season. Of 23 that we have in the house now only one I believe is an apprentice under 18, but at times we have two or three apprentices, never, however, younger than about 16. In the season we have a few more assistants in the house. About April and May in the first half of the year, and from the middle of October to December in the second, we do as much as in all the remaining parts of the two half years. The stated hours are from 8½ till 5½, but for perhaps half the year the milliners might, if they pleased, finish between 6 and 7, and the dressmakers a little later as their work takes more time; but there is no recognized distinction as to hours. That would never do in the same house. I object very much to long hours, and am gradually bringing about an improvement, but they cannot be altogether avoided in busy times, and it is the most difficult thing in the world to get the young people themselves to give them up. They have the greatest possible dislike to being early, and would prefer to lie in bed in the morning and work even till 12 or 1 at night. I know that this is very bad for them, and am always telling them that if they would lay down work at 10 they might have plenty of rest and be up by 7. But if they stay up till 2 they are no use next day. I feel this myself if I occasionally run up late, and I judge the same of them. I believe in the saying that one hour's sleep before 12 is worth two after. In the season, however, it is necessary to work late, perhaps till 10 or 11, though not regularly, and sometimes later. I never, however, have asked them to work late, but they do it of themselves. It also occasionally happens that for a funeral or some exceptional order they must work all through the night, but then very likely next day they may have nothing to do. Such orders cannot be refused or customers might be lost. In this last winter season the milliners have not set up at all, and the dressmakers have only set up till 2 twice, and that was against my wishes, and one time I sent them off to bed. Winter is very busy from the number of balls, which give almost more trouble than anything. There are not so many of these here in summer. In the season, if we are very busy, they begin work at 6 a.m., and though it is very difficult to get them up and take a great deal of ringing, it is better for them than working so much later, and more work is done and more satisfactorily.

The out-door hands, when here, leave practically at 8½, unless there is a great deal to do, when they are paid extra for staying later, and they always take their full meal times, i.e. an hour and a half, but the in-door hands take less. Sometimes the latter with dinner and waiting about afterwards take three-quarters of an hour. They always dine at 1 punctually to the minute. There is no regular time for their going out of doors except on Sundays, when they go where they please, and I should never refuse one leave to go out any time if she had occasion, or wanted a day, unless it were impossible to spare her. All are allowed a fortnight's holiday at the end of summer without any deduction from their salary, and two or three weeks longer if they wish with a deduc-

tion. The apprentices generally have three weeks or a month. I had very little ill health amongst any of them, and think the house, which is enormously expensive, about one of the best that I have seen for a business of this kind. Besides comfortable work and bed rooms, they have dining and dressing rooms.

It is, I should say, a universal rule that all business establishments are better and more regularly conducted under men than under women. Females are by nature less suited for business transactions of all kinds, and have much less system. The late proprietor of this house, Miss Jane Clarke, of London, had several establishments. It was impossible for her to attend to them herself, but she would never allow a man to have anything to do with them, and in fact they could not be properly regulated. As an instance, she always had 18 milliners in this house, whereas we usually have only six, and in the season 10; but by an improvement in system we do more with the smaller than she did with the larger number. She had nearly all apprentices, some perhaps where we have none. But apprentices cost as much in board as grown persons, while fair hands can always be got for about £15 or £20 a year, who do about double the work, so that as a matter of economy it answers much better to have them. I also consider it a great advantage for the principals to live on the premises, as I do. At least, I am sure that if I lived away our business would not be nearly so well conducted as it is. The young people are of course more circumspet, and there is likely to be greater regularity when the principals are known to be on the spot.

If I were asked whether it would be possible to do without night work, I should say that of course it would if it were low, but that it would be to the injury of all concerned, particularly of the workers themselves. They would much prefer to work longer for extra parts of the year and be kept employed all the year round, than be cast off as they must be if more hands had to be employed at the busy times. This plan, which is generally adopted in Dublin, where I once lived, would be greatly to their injury morally, as it is here as far as it is practised. As a proof of the numbers who are suffering from being thus thrown out of employment here, I have just had in two days nearly 90 applications in answer to an anonymous advertisement for two milliners and a few good dressmakers, most of them from persons evidently in a miserable state.

43. Miss Burroughes, first hand dressmaker.—This is a very steady business, though slower before Easter and from the end of July to September, in which period we go for our holidays. Perhaps for two months in the year we work less than the nominal hours, but from March to July, and from October to January are our seasons, and we are generally quite busy then. In the season there are not many nights that we leave off before 10½ p.m. We do not consider that late, and average about from that to 11½, but we are not often after 12, and perhaps it does not happen that we sit up all night more than half a dozen times in the year on an average. Our employer, Mr. S., never likes us to work after 10½. We do so because the work must be done. Besides the seasons accidental things come in to make us busy. The visit of the Chained fleet made us dreadfully busy, and the Shakespeare ball no doubt will, though falling out of the season. I never keep the young one here up after nine, though she has wanted to stay. Whether the young apprentices work so late as the other in-door hands depends chiefly upon

the first hand, and so, in a great measure, does the happiness of an establishment.

The rooms and everything are very comfortable here, and we can get out when we ask. If we sit up late, we always have something to eat. All the houses of business in this part of the town are, I think, nice for comfort. The hours are shorter, I believe, where there is a large shop business in addition to the private.

Till five years ago, when I came here, I was in a private millinery and dressmaking house in Regent Street, one of the first in London, so I knew what late hours are. In the season we were scarcely ever off work at night till 12, 1, or 2 o'clock, and as often as not I should say, we began at 6 a.m. Indeed, we have got up at 6 a.m., and not gone to bed I am sure

till 2 or 3 a.m.; in the season this was very frequent. Before a drawing room we always sat up all night. I went there as an apprentice, and sat up all night the second night that I was there. Those apprentices who were good workers sat up as late as we did ourselves. When the season was over the hours were very nice.

Some were very strong, and seemed not to be hurt by the hard work, others felt it more. We used to think that the excitement kept us up. We used to have nice things given to us, e.g., an egg if we had been sitting up late, or some wine. The rules were usually very lenient, and altogether we were very happy. Some of the rooms were bad. I was also in a house in Manchester where we sat very late, later than here, but not so late as in London.

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MISS SCOTT'S, MILLINER AND DRESSMAKER, RODNEY STREET.

44. *Miss Scott*.—I have three in-door and three out-door apprentices, and paid assistants; of whom there live in the house. The youngest in-door apprentice is 15 and the youngest out-door 14. The apprenticeship of both kinds is for two years. The out-door hands work in water from 6 to 8½, but in summer they come and go about an hour earlier; they have always a full hour for dinner and a full half hour for tea. They have only stayed beyond the usual time twice in the two years that I have been in business. The in-door hands usually work longer, and the time which they take for their meals depends upon the amount of work. Sometimes they merely just take a meal and return to work. They take all their meals with us. The spring season is about from April to July; the autumn and winter last from October till February, and, as the winter season is very busy with night-work for balls, there is little difference between this and the spring. All the year, except August and September, and six weeks or so before Easter, unless it comes very early, when parties are not so much stopped by Lent, is pretty busy. For about six months or so of this time, the in-door hands work usually till 10 or 11 p.m., and in exceptional cases, till 12, or later, but not much. I have seen so much of late hours myself, and know so well what hard work it is, that I would not on any account have any in my house go through what I have. I have been in three private houses in Liverpool, and in these the hours were far longer. For weeks and weeks there, I have never expected to leave work before 12, and thought that pretty good time, and many and many a time have been obliged to work all night, going to bed only for two or three hours at about 6 a.m. But after being up two or three nights in a week, you get so tired that you can do but little. It may happen that it is necessary to sit up in this way to finish particular orders, and that after this there may not be so much to do. Working late for long together is very wearing, and makes the work altogether lag behind so by day, that much time is lost by it. I know this, and when I see any getting tired, tell them that it is time to go to bed. I sit in the work-room most of the time myself, and cannot now work very late, and when I leave, all do. If

they were kept later, there would not be so much done in the day as there is. I have no reason to think that my hours are longer than they are in other private houses here. Having a small number of in-door hands, and doing a great deal of them, we have a good deal from those who come from other places, and should, no doubt, if my hours were much longer; I should think that they are about the same. Everywhere, however, that I have heard of in Liverpool, the hours are far shorter now than they were ten years ago. I cannot say at all to what this is owing. Certainly, however, where the employer goes much into the work-room and sees to the work himself, the work is shorter; because this enables her to see that the work is going on properly, and that no time is lost.

My young people get out on Sunday. There is no early closing on Saturday in private houses, and but little, if any, in shops.

I think that now most places are pretty well fit for comfort of living, but there is not always sufficient air, at least there was not in some rooms, bed as well as work-rooms, in which I have been. In one of the leading private houses where I was, the ceiling of a work-room is very low. My own work-rooms are very high. In one of the houses in which I was, now closed however, there was far too little animal food. Sometimes there was none at all, even for dinner, &c. if there was pudding. The work is very exhausting, and not merely the work, but the anxiety and other things that fall on the first hands, or show-room hands, such as talking to ladies while fitting on things and attending to their wishes. The want of proper support, of course, makes the same amount of work more exhausting.

45. *Miss McKee*.—I was in a private dressmaking house at Southport, where there was eight living in the house, including three or four apprentices. We had to be in the work-rooms a little before 9 a.m. Worked in the shop till towards 9 p.m., or a little earlier, and in the busy time till 10 or so. We worked sometimes till 12 and 1, but not later. The largest establishment in the town was in a draper's shop, at which the hours were, I believe, just about the same as ours.

MISS NEWELL'S, MILLINER AND DRESSMAKER, BOLD STREET.

46. *Miss Newell*.—Mine is one of the first private businesses. I employ usually about 30 persons, of whom now four are apprentices under 16. The remainder are nearly all from about 17 to 25 and single. I find it impossible to keep them here when they once settle, as they do early, though I should often be glad to have them. Only seven live in the house, who are all heads of departments, and over 30. I do not approve of having many in the house, as I live here myself, and there are but few rooms to spare, and respectable young ladies like to be comfortable,

and to have a room to themselves, as is the case in all the rooms but one. I have had ventilators put in all the work-rooms, of the best kind as I was told, and my doctor has been all through the house, and approved of the rooms. It is of great importance to have the rooms ventilated, and I am a practical worker myself, and in the work-rooms a good deal, so that I, perhaps, attend the more to their state.

The out-door hands come from 8½ till 8½, and whether they go home for dinner or tea, or bring them here, about which they please themselves, they

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take their full hour and a half for the two. The in-door hands take, say half or a quarter of an hour for dinner, according to the work, or, if not busy, perhaps have a little leisure then. I have fixed breakfast for them at 8½ on purpose to enable them to get a walk first, but they very seldom do, and as they are of reasonable age I cannot, of course, make them; but some of them generally have occasion to be out once or twice or more times during the week in the course of business to attend ladies at their homes. Of course they cannot be spared otherwise to go out by day, as it is just then that the best hands are most wanted to attend to customers. Beginning work by about 9, they leave off at different times. Perhaps a third of the year they leave off by 9, at other times generally at 9½ or 10 if they are busy; but by about 10 or a little after the room is always cleared. If I am busy the out-door hands, but only those who are paid, not the apprentices, make a quarter of a day extra, i.e., till 10 or 10½, receiving extra pay. I prefer this to taking occasional extra hands, partly because it is

not easy to get them good enough for my kind of work, and partly because I do not like fresh hands whom I do not know, and whom I cannot rely on with equal certainty, even if they are good. Most have been with me four or five years or longer, some eight or nine. A certain number of good hands must be retained anyhow. This is an obstacle to increasing or diminishing the number just in accordance with the amount of work. At certain times of the year, however, at which I am sure to be busied, as in spring, and in December and January when there are a great number of balls, I always engage some extra hands. I should say that the hours in other houses are now about the same as in mine, though they were longer in a house here in which I was engaged.

47. *Miss Hawkins, millinery assistant*.—We very seldom stay at work later than 10 p.m., though we have done so. I think that last year a rule was made that we should not work later than 10.

MR. J. PRASCOE'S, MILLINER, BOLD STREET.

48. *Mr. J. Prascoe*.—My business is millinery only. Two show-room apprentices and six paid assistants live in the house. The out-door apprentices leave strictly to the time, viz., 8 p.m., except perhaps for six weeks or a couple of months in the year, when some of the older may stay till 9. They begin at 9. I can get extra hands when I want them, but I usually keep enough good hands together, the work requiring much skill. The extra work falls as a rule on the senior and paid hands. In the busy time they work till 9, and very rarely till 10; that is the outside. The usual hours are in this trade, as I think, from 9½ till 9½, and are, I should say, seldom longer than mine in houses equally respectable. Dress-making, however, is heavier and more tedious work than millinery, and is more affected by balls and parties. But the two businesses are now done very much together, and where they are, it would not, probably, do to have different hours for the two sets of hands under one roof. Generally speaking, I should say that the millinery hands are of a higher class and better educated and conducted. I often find that those who have had a good education, as for gowns, prefer coming to millinery as there is less drudgery.

The practice of drapers carrying on millinery and dressmaking establishments as well, has grown up here almost entirely within the last ten years. They are driven to it to enable them to sell their goods, as good milliners and dressmakers object to making up any but their own. Some say what a troublesome business it is, but that they cannot do without it. This must very much diminish the number of private houses, but the change is no doubt much in favour of the workers. The capital is greater and the com-

dion with hands wider, and thus more hands can be commanded, if there is occasion, than by a mere private house. The staff, too, is larger, and necessitates more system and supervision, and some of the hands are necessarily more or less strangers to the principals, so that there is not the same objection to taking on new and unknown hands that is felt by private mistresses. Besides the very fact of there being a larger staff affords some security for regularity, for what half-a-dozen would submit to, 50 together would not.

With me, and probably with most houses of the upper class, Saturday is rather an easier day than the others. Competitively little business is done in Bold Street shops after 2 or 3 o'clock p.m., and as things are usually wanted to be finished by the week's end, they must of course be delivered or sent off in the time. There is however little, if any, difference as to the time of closing, though I believe that in some cases where they did close an hour later than on other days, they now close at the same time, and a feeling seems growing for doing less on Saturday, i.e., amongst the upper classes. In the lower kinds of business the case is most likely just the other way.

49. *Miss Collins, in-door assistant*.—I am lately out of my three years' apprenticeship here, which I did not begin till 17, which is later than most. In the drive, i.e. for about two or three months in summer and a couple in winter, the apprentices have worked pretty regularly till 9, except those who live far off, and therefore leave at 8. We never worked later than 10, and that only for very large orders. As assistant, I have not worked much longer than as an apprentice. We have every comfort in the house in every way, and a large healthy work-room.

MRS. ROBERTS', DRESS-MAKER, POMONA STREET.

50. *Mrs. Roberts*.—I employ on one last out-door apprentice, usually only two. They work from 9½ till 9½ with the usual meal times; or, if they take only half an hour for dinner, they leave at 8. An hour longer, or 12 hours, is, I think, the usual day in houses like mine, as well as in the large and general houses. Twelve is, I should say, the youngest age at which girls are employed by any dressmakers. I never let any stay beyond the time, I had too much of long hours myself as a girl years ago now. My mistress employed me one last out-door apprentice, most of whom came at from 13 to 15 years of age for three years. In all the time that I was there we worked less than twelve hours only when the mistress was away for a fortnight each summer, when we left at tea-time; and we worked as little as twelve hours only about February and August; but at other

times we never got out before 10 p.m., though, possibly, we may not have been quite so late always in winter, and for weeks together we stayed till 11 p.m., or after. We began at 8 a.m., or, in winter, when the mornings were too dark, at 9 a.m. One time, when we wanted to get off for an afternoon to see Prince Albert, we agreed to make it up, and worked all the other days in the week from 6 in the morning till 11 at night. Sometimes we were sent out on errands after our work, and I have been sent out as late as 9½ p.m. on a message which took an hour's walk each way. When we stayed late, the youngest stayed as well as the elder. Mother complained of our being always kept so late, but it did not do much good; for, though the mistress promised that we should leave early, in a month or two it was just the same again. I should not have stayed, but it was a very respectable

place, and mother said that it was better for me to put up with it than to leave and take the chance of another place. Where girls pay a premium, they are sometimes obliged to stay on anywise, though they don't like a place, for fear of losing their premium. I do not think that my health was really injured from the long work, though I was not entirely well, for I have been able to work so hard since for myself. I never sit less than 16 hours a day. Still a sitting business must be injurious, particularly if a girl has a delicate constitution. What is most injurious, however, is working in rooms where there is a great lot of gas and bad air, as there often is both in the rooms themselves and coming up from shops or work-rooms below. When I have gone, after the gas has been lighted some time, into the show-room in a large draper's shop here, which employs a great many females working up stairs, I have felt the smell so offensive, almost fit to strike you down. I am almost

positive that this injures the workers. When I was apprentice, we had a very nice ventilated work-room, which I think did a great deal towards keeping us well. I cannot tell what in-door hands at general or private houses may do, though I have no doubt that now some are working all night for this great fancy ball which is coming on, but the out-door hands, however, are seen coming out in the streets from work, at 10 o'clock or later, which is not at all proper for girls, and those who are the cause of it will have a great sin to answer for. Out-door hands do not have any holiday, except Christmas-day and Good-Friday, but I suppose that they can demand that. We never had any more where I was, nor do my girls here, and I think that the rule is general. It is understood that whatever time an apprentice loses she is bound to make up at the end of her apprenticeship, even if she loses it by having to stay away for illness.

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Messrs. J. and W. Jeffery and Co.'s, Drapers, &c., Compton House.

51. *Mr. Watts*.—This establishment is very general and of great size. Full 300 persons are engaged in actual work, and full 300 persons live on the premises. Nine-tenths of the workwomen females engaged in millinery, mantle and dress making, sewing, upholstery, &c.; about 25 or 30 of them are under the age of 18. Most of the workers come at 8.30 a.m., and none ever stay after 5 p.m.; not even the dressmakers and milliners in the height of our season. It is unnecessary anywhere, in London or in the provinces; and it most certainly is useless, for when the young ladies work late at night they are fit for nothing next morning; and no more work is done by prolonging the ordinary hours unreasonably. I became convinced of that some time ago, but we then had a forewoman who was obstinately attached to the old plan of always working late, and then the young ladies used to stay till 11 at night continually. Five years ago she left us, and I had my own way; the result of which has convinced me, beyond a doubt, that late working arises solely from a want of a proper system of management. It may be in most cases traced to the habits of the ladies, who are the mistresses, staying to serve in their shops or show-rooms all the day, leaving their work-rooms, if not without proper supervision, at all events without a supply of work to be employed upon; then, when their shop is closed, and no more customers will come, they go into the work-room and give their orders at night. It is with ladies that this is especially the case. I tell the forewomen "If the work is too much for you, come to me for more hands." In many cases, however, from our having such a large establishment, we can at a pressure strip our department, so to speak, that we may help another. We have 16 sewing machines altogether, and we do all that we can by them and finish as before by hand. None of the dressmakers or milliners' apprentices are among the number that live on the premises, of whom there are more males than females. We found that when we had in-door apprentices of that class the more sitting for the ordinary hours of the day work made them unhealthy, even though we used to send them out after breakfast for a two hours' walk twice a week, as they all live at home and go home for dinner. Our in-door female apprentices are all in the shop and show rooms, they are all in excellent health; they are standing or moving about during the day, and sit only to rest. The bed-rooms are of a very fair size; never more than three and generally only two sleep in one room. A bath room is attached. Great attention has always been paid to ventilation throughout the establishment, and we go on improving the premises as we can, and hope

that in two years or so, when the whole block of building is in our own hands, there will not be anywhere a more spacious, comfortable, and healthy place, both for working and living in as well as for show.

52. *Miss Taylor*, head of millinery department.—In my room they have not stopped since all the year after 5 p.m., and we have had a more than usually busy season. It is entirely the forewoman's fault if they have to work late; she allows them to labour in the morning or doesn't take care to have her orders early in the work-room. It is a great thing for the girls to know that they can always go at 8 p.m.; they come at 8.30 a.m., and are ready for work at once. I am quite sure that in London where they are expected to stop till 11 or 12 at night, whatever work they have to do, they do not get more work done by being 16 hours about it instead of only 12. I know London work. There are several most respectable establishments here in Liverpool where the young ladies never leave till 11 or halfpast 11 at night in our season. The private houses, that is, where there is no shop, are worst.

53. *Miss Tesser*, first-class milliner.—I have been at milliners' establishments in London and in the country, and in business for myself also. I am sure that wherever I have been it has been the fault of the manager of the department if they have worked late. The worst of it is, that if you once get into the habit of working late, you are too prostrate the next day to be of any use in the morning, and so can't recover yourself. I once worked all night and was ill for a fortnight afterwards; thus I resolved that nothing should induce me to work when late hours were kept. I will not work in London now; and my sole reason for refusing is my dislike of the system pursued there. You can't get them to send the orders up into the work-room however ready you may be to begin; but the work-room ought to be and always could be kept well supplied. No doubt there is a great deal of work in the season in London, but there is a great deal of time misused. If the girls were not so worried that their fingers are sluggish and themselves out of heart with their work, they could do in 10 hours what takes them nearer 20.

[The evidence relating to the above house had been taken some time previously by Mr. H. W. Lord as Assistant Commissioner, but for convenience of arrangement it is inserted here with the evidence relating to Liverpool collected by me.]

Mrs. Wilson's, Shirtmaker, &c., Egypt Street.

54. The small dwelling-house parlour, of apparently not more than 11 feet square, in which the needlewomen work, was very warm and close, though occupied by only the mistress and three women,

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far less than the number that have worked in it. The house, however, is of a comfortable class, and therefore probably gives a not unfavourable specimen of the houses in which girls are employed on the same or like work.

55. *Mrs. Wilson*.—I employ women in making up fine shirts, &c., which I take out from shops, and use a sewing machine. I have had as many as 12 women in this room. The regular day in houses, where shirt work is done, of which there are a great number in the town, is 12 hours for all, girls as well as women. Mine is from 8 till 8, or 8½ till 8½. The women go home to meals or eat them here as they please. In a shirt-room a girl can earn about 5s. a week on plain work, but we do rather a superior kind.

My daughter, now 18, was apprenticed for three years to one of the large fashionable drapery and dressmaking establishments here, and has lately become a paid out-door hand there. She began at 5s. a week and now has 7s. Those who go on well rise 1s. a year. The proper hours were from 8½ till 8½, with an hour for dinner and half an hour for tea,

which I believe day-workers have at all such places. The hours, however, were often later, but since the Government Inspector* went round a short time ago, perhaps a year, there has been quite a different method used there, more hands being employed and the work shortened to 7½ p.m., being also more regular, which is much better for young girls. So she does not ever work less as the others used to do, e.g., till 10 and 11 often, and sometimes even till 12. The day-workers have 2d. an hour for working over their time. I understand that other places, too, are all on one system now, and that the girls see one another leaving the different houses at night at the same time.

* Another of the Assistant Commissioners had visited this and some other houses in Liverpool last year.—J. E. W.

56. At a charitable institution called the Liverpool "Society in aid of Unemployed Needlewomen," women, and occasionally girls, are provided with plain needlework and a proper work place. It has been contemplated to use the institution as a temporary home for women of the poorer class. I obtained some account of the way in which women and girls are employed at common needlework in small houses, from one of the number at work named—

57. *Mary Disraeli*.—I used to sew at home to maintain my children, being a widow, but am glad to be here instead, because I am sure of work, and it is a very comfortable place. There are a great many women in all parts of the town who make a living by employing women and girls on work which they take out from shops, chiefly ladies' and gentlemen's and children's underclothing, and also some coarse work, such as smocks, &c. Girls are not employed so under about 13, unless they are very clever. In such places they usually work from 8 till 8 with an hour allowed for dinner, but no time for tea. If they take any it's only a stolen bite, and once at dinner, some just take a bite and hurry it over for fear of losing time. If, however, there are orders, they are obliged to work over hours a good deal, and sometimes all night, being paid, I think, 1d. an hour extra. They are all anxious to do this, the regular pay being very small. But it would not be for long times together unless they were very busy. They will earn about 5s. a week, but for this they work so dreadful hard and must never lift their head. Some who do finer work, such as stitching button holes, earn more, perhaps 7s. They generally work for fixed pay after they have been tried to see what they can do.

Some of the mistresses are very poor and their houses small and the rooms crowded and unhealthy.

Where there is so many together, with the gas, and the number of breaths so unpleasant, it is very injurious to health, and they are so liable to cold at going out. Some of the rooms are cold and comfortable, with very little fire, and sometimes so cold that they can scarcely use their fingers, and if they don't work quick they are harassed and worried by those that employ them.

Using the gas and all, and the white work, and the fineness of the stitching, are very trying to the sight, and they mostly wear glasses to preserve it. They say glasses are good for this, so you can rest your eye on the glass and save the pressure on the eye.

58. *Miss Travis*, superintendent of the "Establishment for Needlewomen," Great Orford Street.—The needlewomen who take out work from the shops often have to leave a deposit, and in many cases to take half their payment in shop goods. I often hear the workers who come here speak of this, and they seem to think it a tax upon them. The object of this society is to provide needlework at a fair remuneration to the workers, but not done here. The price is fixed by a scale according to what I calculate the work to be fairly worth, not higher. Where we pay 2s. 6d. the shops pay about 1s. 6d. for the same work, as near as I can say.

MESSRS. JOHNSTON'S, WATERPROOF CLOTHING MANUFACTURERS, PITT STREET.

59. The work carried on here is simple needle and sewing-machine work. The material, called *orlon*, is thus formed by women and girls into the shape of various articles of sailors' waterproof clothing, such as coats, sea-wearers, &c., which are afterwards waterproofed elsewhere by oiling. The room is like a large store, low and dark, requiring gas on a moderately light afternoon. The foreman stated that it was hurred all day in winter, and sometimes by day in summer.

60. *Miss Forbes*, forewoman.—There are 80 women and girls at work here, about half of them under 18, and the youngest about 12. The hours are from 8 till 7, and till 2 on Saturday, with an hour for dinner and half an hour for tea; all take their meals here as they live far off. They very seldom work longer. If they do it is till 9 p.m., but never later, and they have never done so for more than two

months together. This late work has not happened more than twice this last five years.

61. *Lizzie Roberts*, age 11.—Come here when they were working till 9 p.m., and worked so for a month.

[She stated that she had stayed till 10 a few times, but the forewoman on my referring it to her said that it must be a mistake.]

MR. DILLON'S, BOOT MAKER, KENSLOW STREET.

62. *Mrs. Dillon*.—We keep a retail boot shop and use sewing machines for stitching the leather. We have had as many as nine or ten girls at a time, as apprentices, working at the machines; but I found that they were too much trouble to look after, and I gave

them up, and now have only two machines, worked by myself and a young woman. Our girls worked from 8½ till 7, or from 9 till 7½, with an hour for dinner and half an hour for tea. When we have been busy here we have sometimes worked till 10 p.m., but

never later, and never began earlier in the morning. I always, however, let the younger ones, i.e. those under about 16, leave early, as I did not like to keep them out late. This happens most towards the end of a week in consequence of the men having a very bad habit of being off early in the week and not having the work cut out and ready for sewing. My father employs a number of women and girls, 20 perhaps or more, in the same way, making boot tops and finishing off the straps, &c., but I think that

their hours begin rather earlier than ours, but do not differ much. He takes young girls as apprentices for three years. In tailoring some women, I know, object to work in the same shops amongst the men. The men, too, have a feeling against the machine, thinking that it will deprive them of work. One sewing machine well worked will, I believe, do as much as 12 men. Tailors have, I believe, the same habit as shoemakers of being early in the week, and this would throw the sewing late as in shoemaking.

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Mr. J. E. White.

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Birmingham.

MISS HOLMES'S, MILLINERY, MANTLE, AND DRESS-MAKER, CHERRY STREET.

63. *Miss Holmes*.—I have usually about three or four assistants and ten apprentices, of whom four and the assistants are in the house. The apprentices are usually girls of from 16 to 18, who have finished school. The stated hours are from 8 till 8, as is usual in this business in Birmingham generally, I believe. The out-door apprentices often come later, but would not stay five minutes beyond the time for anything. They take a full hour for dinner and a full half hour for tea. They are very independent and irregular. No holidays are allowed to them, but they often stay away a day or two without leave, and generally do so if there is a holiday in the town; on such a day the room is sometimes nearly cleared of them.

The hours of work for those who are in-doors depends upon the first hands. In the season they may, perhaps, work till 10 or after, but never later than 11. The gas is turned off then, and if it is wanted after that hour, the assistant has to come and ask me if I will allow it to be kept on. I never know them up all night. The seasons are about from March to July and October to January. The in-door hands take their meals with me as one family, and return to work as soon as they have finished. They are allowed to go out in the evening if they ask leave, the apprentices till 9½ p.m., the assistants till 10½, and they get occasional walks in the day besides. After the summer season they have a holiday. Late work is not at all necessary, and is caused chiefly by bad management. I am careful to make the in-door hands always begin punctually at 8.

Their work-room is very large and airy. They cannot work properly without plenty of room. As to health, my experience is, that both my assistants and apprentices have improved since coming here, which I attribute to the order and system which is observed, and to their having plenty of good, though of course plain food.

In my opinion it is a great mistake to suppose that the workers need protection against their employers. Just the opposite is the case, and I think that this ought to be generally known. No one has any idea of the extent to which employers are dependent upon the caprice and inhumanity of their assistants, who are extremely independent, and will sometimes threaten to leave just at a busy time, when the business depends in a great measure upon their staying. They can always leave at a month's notice. I should say that generally all over the country, including London, the apprentices as well as the assistants are in a position to take care of themselves. Whatever evils they are exposed to are in London, and there exclusively; but there is one great evil in London, and that arises from the general practice of girls going up from the country for the sake of a reference from a London house and earning a wage. This, of course, makes them to a considerable extent dependent, and unable or unwilling to leave the house in which they are engaged, in case of their being dissatisfied with it. This forms a great distinction between work in London and elsewhere. But in the provincial towns, even the largest, such as Liverpool, Manchester, and Birmingham, though the work is of the same class as

in London, they are not exposed to any evils, and the independence of the people would not allow of it. The general independence here is extraordinary. The use of the sewing machine will do away with a good deal of manufacturing work, and place the dress-makers in a position of still greater independence.

Under these circumstances, however, the employers do need some protection, and I am convinced that in order to secure a proper mode of conducting business, it is of essential importance that they, or the chief of them, should associate themselves together, and lay down general rules for their guidance. This would conduce to a better understanding between employers and employed, and ultimately place both on a better footing, especially in the case of private houses. There is already sufficient combination amongst the assistants, and the Milliners' Institution in London works for their benefit almost alone. So far as they derive benefit from it, it is good, but such institutions, unless conducted with great caution, are liable to great abuses as regards employers through partiality.

64. *Miss Hodder*, first hand dress-maker.—Our hours here, i.e. of the in-door hands, depend on the amount of work promised. (*Witness asked the same question as above*.) The apprentices do not work so late as we do, very seldom till 10 p.m. In a house of this kind they are well attended to, though in some their health is not much cared for as long as they do the work. The work-room here is very healthy, and we always open the skylight before leaving. It depends entirely on the arrangements in different houses whether apprentices are treated on the same footing as assistants as to the hours of work.

I have been in situations in houses in Chatham, Maidstone, and Southampton. In these nearly all the persons employed were day-workers, and their day was about 12 hours, viz. from 8 or 8½ till 8. In two of them, however, we in-door assistants sometimes worked much later than the day-workers, e.g. till 10, 11, and 12 p.m., and in one, which was a draper's establishment, we have been as late as I over was in London, viz. till 1 and 2 a.m. We were not told to work late, but did so from choice if it was necessary in order to finish the work. Sometimes we could spare very little time for meals, and might, perhaps, take not more than five minutes. In the first we never worked beyond the proper time, and always had an hour for dinner and half an hour for tea, which is what you scarcely ever meet with. The lady, however, was not dependent on her business.

While I was in a situation in London, a lady came to ask if we could not manage with working only from 8 till 8, and the mistress tried, but could not make it answer, because there is so little work out of the busy times of the year. But at any rate the work and bed-rooms might be ventilated; and indeed this is necessary. In one house in which I was several years ago, six persons worked by day in a room in which four slept at night.

Working

Apparel.

Birmingham.

J. H. White

b.

MRS. JANE SMITH'S, MILLINER AND DRESS-MAKER, NEW STREET.

65. *Mrs. Jane Smith*.—The day for my out-door young people was from 8 till 8, but they would not come regularly, so I changed the hour of beginning for them to 9 a.m., and insist on their being punctual. They go away an hour for dinner, and take tea here. These take their meals with me, just a short time, but not fixed. When I am busy, chiefly May and June, and December and January, the in-door hands, viz., a few assistants and an apprentice, work longer. There would be a jealousy if a difference was made between apprentices and assistants, but my apprentices are never younger than about 18. At these times I should call 11 or 12 p.m. very late, as a rule; but in cases of mourning, and some seasonal orders, they might have to work later, and to be late several nights together. But, as a rule, when there is more to do, they exert themselves more to clear up in 50r time; and also, as work increases, I increase the number of out-door, and sometimes of the in-door hands, and can do so if I provide myself in time; not generally if I put in off till the pressure comes. So for a time I must bear the loss of keeping more than I need for the present work. So much work is now sent from London already made, that it is not necessary to keep so many regularly employed as it was formerly.

I do not consider the work-room sky enough, for though I have had three ventilators put in, the workers always block them up, and the house itself is

a good deal blocked up at the back. I think that not only with me, but in all work-rooms, girls injure themselves by not having air enough. My dress-maker said that she would not stay if I insisted on the window being open.

66. *Miss Fowse*.—I am in the shop, and occasionally go into the work-rooms to help in the evening. The shop closes at 7 in winter and 8 in summer. In the work-room the proper day is 12 hours. The latest time they ever work is till 1 or 2 a.m., and that only on great emergencies. They have worked all night, but not more than twice, or once, I think, and then had a holiday next day. In the season it is only sometimes that they work later than 9, because more hands are taken on. We generally take about a quarter of an hour or 20 minutes for dinner, and less for tea. We always have our dinner as soon as the mistress. The out-door apprentices never stay beyond their time in the evening. If in-door apprentices are much younger than the assistants, a difference is made between them, and the apprentices leave work earlier, otherwise not. The apprentice here now cannot get out of doors much. There would be another young lady in the house now if there were room. There have been two more till within the last two months, the winter season being now over. But there are two good sized sleeping rooms, with windows that will open. The work-rooms has no fire-place, but a stove in winter.

MRS. HOWE'S, MILLINER AND DRESS-MAKER, BULL STREET.

67. In two visits at this house, I found such unwillingness to give information, and while I was questioning one of the assistants, at length called for the purpose, such objections were raised, that I could consider satisfactory, I discontinued the inquiry. I record, however, the statement made by the employer.

68. *Mrs. Howe*.—About 20 persons in my employment live in the house, three of whom are apprentices. The hours of the out-door hands are from 9 till 8½. These sometimes like to work a bit longer as they are paid for it; but in the busiest times none work above half-an-hour or so more. I can manage

this by having a good system, and not taking more work than I can do in time. All get proper meal-times, not of any particular length; but my orders are to take them as quickly as they can. The young people are a week away in summer.

MESSRS. HOLLIDAY AND LEWIS'S, DRAPERS, &c., NEW STREET.

69. *Mr. William Holliday*.—We have a large and general business of the highest class, and employ on our premises a great number of persons, male and female. Of these no more than 100, consisting of clerks and others engaged in the mere sale of goods, as shop men, and women, and the principal milliners and dress-makers, reside on the premises, about 30 of these who do so being females, all adults. Others, who are day-workers, and do not reside on the premises, are females, of from about 14 years of age upwards, engaged as day-workers, the number of whom varies from about 40 to 100, according to the season, and the amount of work. In addition to dress-making, millinery, bonnets and mantles, the work includes the making-up of some kinds of upholstery, as sewing carpets and curtains, stuffing furniture, &c. In addition to this we give out a large amount of needlework, such as the making of under-clothing.

We first took to millinery and dress-making towards six years ago, because we had been so constantly asked by customers to get things made up for them, owing to their difficulty in the country of finding good dress-makers able and willing to do it; and as we had an opportunity of enlarging our premises. But I determined from the first that the work should be carried on with perfect regularity as to hours, and with as great attention as possible to health and comfort. I know well some of the chief needlework districts in London, such as the Minories for clothes and shop-work, and the West End for millinery and dress-making, and have seen how much misery arises from the system on which those works are carried on there. I am convinced that even in millinery and dress-making over-work is wholly

unnecessary, and arises chiefly from want of system and courage on the part of employers. At first some of the heads of departments said that regularity in such work was impossible; but I insisted on it, and said that no matter who a customer might be, or however high her position, she must wait for her dress till it could be finished, without working beyond the proper hours. We have refused some orders, such as those for mourning, on this account. But so far from injuring our business, this has, I believe, done us a great deal of good. It is true that people sometimes complain that we are so unbending in our rules, and will not oblige them as they wish in undertaking to finish orders quicker than we properly can; but we keep our customers.

In the long run people in general will, I believe, always come to where they can get the best goods and the best work, without regard to a slight delay, especially if they see that it arises from no want of attention to them, but simply from the observance of a proper system. So strictly is this regularly observed throughout our establishment, that even if a clerk asks to be allowed to have the gas left on to enable him to make up his books, I refuse him. I know that for every hour that he works beyond the time he is likely to lose far more, perhaps double, the next day. Persons may perhaps make a push now and then without injury, but the practice, if allowed at all, is so likely to be abused that the only safe way is to forbid it altogether.

There have been a great many movements in this town at different times to shorten the hours. They are generally considerably shorter than they were some years back, but they might be shortened still further if people could be got out of the habit of

shopping late. This would save us burning gas and carrying on work as late as even we now do. The out-workers come at 8½, and leave at 7, and have a clear hour for dinner, and a clear half hour for tea. We find it much more desirable, for several reasons, to have the latter taken on the premises by the day-workers, and a room, with hot water, &c. is provided for the purpose, as well as for dinner for those who live, as many necessarily do, at a considerable distance, or for any who like to stay in case of the weather being wet, &c.

I am thankful to say that we have found the general health of our people excellent, and that in the whole 27 years that I have been in business here a death has never occurred in the house. I attribute this in a great measure to the pains that we have taken in our arrangements, especially in securing plenty of air and light. Every work-room and shop has thorough ventilation by means of shafts, and the bed-rooms also are airy and properly ventilated. Every person in the house has a single bed. There are also lavatories, a dining room, a library, and a smoke room, all of large dimensions. The young

men are thus enabled to find amusement without going out so much at night.

We are extremely particular about the character of those whom we employ, and take only girls whose friends we know to be respectable. An apprentice to dress-making, millinery, &c. is not bound, but comes for two years, after which she receives a salary, according to her abilities. The lowest pay received by a day-worker is 7s., which may be received by a girl of 16 or 17, as some begin at about 14. Others receive up to 14s.

The question of education does not arise with regard to the kind of persons that we employ, but its importance is brought strongly before me in my present official character as Mayor. I have been much struck with the number of boys and youths who are found in our gaud, some for the third, fourth, or fifth time. Strong objections are, I know, entertained by enlightened men to a compulsory system of education, but in my opinion it is the only effectual way of diminishing the present amount of crime, and I should be glad to see some such system adopted.

Wearing
Apprentice.
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Birmingham.
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Mr. J. E. White.
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h.

MESSES. BACH AND BARKER'S MOURNING WAREHOUSE, NEW STREET.

70. *Mr. Bach.*—We make mourning millinery, mantles, and dresses on our premises here, and such a business is, of course, equal to any as regards the difficulty arising from the suddenness of orders, but we manage to be very regular, our hands, even those that live in, very seldom working beyond their usual hours, viz. from 9 till 5,—perhaps not three weeks in a year, and then never beyond 9; the out-door hands being paid 2d. an hour extra. We get through the work by taking on more hands, and have no difficulty in getting them, but on the contrary find them very glad to come. We keep a list of persons on our staff to whom we apply, and if more are needed a good house can command a ready supply. Besides we always keep a large stock of things neatly prepared, and this takes off much of the pressure, though some persons of course require things made fresh for them. If the hands are not employed on orders they work regularly to keep up a stock. The out-door hands have an hour for dinner and half an hour for tea, and can take them in a room set apart for the purpose. Those who live in take no fixed time; as much less as they please or the work requires. We insist on beginning punctually in the morning, and persons coming after 9 a.m. are fined, losing a quarter of a day. If there were occasion to fine the same person several times this would be discharged as setting a bad example. There is no difficulty in working a regular system when it is once established, and we find none with ours.

MESSES. SMITH AND GRILAVES'S, MILLINERS, DRESS-MAKERS, &c., NEW STREET.

71. *Mr. Smith.*—In most houses of our class shopping is now done and the shops closed pretty early,—very much earlier than it was a few years ago,—but in shops dependent upon the lower classes, which form the greater number, probably most of the business is done from 7 to 9 p.m. after people come out of the theatres. The effect of people coming to shop and give their orders late is to throw the work of those who make up the orders late also. The hours of the out-door hands here are from 9 till 8, but it is not the custom in the trade for in-door hands to keep to any fixed hours, but they work according to the requirements of business. Here sometimes they leave off quite early, and at other times they work late, as till 10 p.m. or even 12, and occasionally begin at 6 a.m., but such long hours are quite exceptional. It happens now and then, perhaps two or three times a year, that they must work all night under very

special circumstances. But the general feeling is now quite altered, and whereas formerly people expected to have to work excessively long hours, now they do not and will not put up with it as a rule, nor will good hands submit to work in unfit work places. A great amount of work too which was formerly done in houses of our kind is now not necessary, as things can be obtained from wholesale houses to a much greater extent, and but few are employed here altogether.

The only thing which has produced, or is able to produce, real improvement as to the mode of carrying on work in houses of business to improved public opinion. There is no doubt that drawing attention to evils has tended to excite this improved opinion. But laws will always be liable to be evaded, as they so easily can, if it is to the interest of a person to evade them.

ANDOVER.

72. *Mrs. Rutt, dress-maker, Andover.*—Many country heads, like myself, go up to London regularly twice a year, for a month in each season, to learn the

fashions, and paying a small sum for board. This helps to increase greatly the number of workers there at the busiest times. When up there we usually work

Andover.
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Working
Apprentice.
Answer.
J.E. White.
b.

till 11 p.m., sometimes 12, and have worked all night, but not often. From what I hear I am very fortunate in being at that house, both as to hours and the air in the work-rooms; yet, large and high as these are, they are very close in the evening from the gas.

At 13 I went as apprentice for five years at a house at Reading. We were very well cared for and strictly kept; indeed it was more like a school. But there were too few hands for the work, and we were kept very closely to it. The out-door hands worked only from 8 till 8, but we in-door apprentices had no regular hours. From the end of April to the middle of August we generally worked from 7 a.m. till 10 p.m., very seldom later, and the rest of the year

from 7 a.m. till 8 p.m. We had to take our meals and get to work again as quickly as possible, just the same as in London, stopping perhaps about a quarter of an hour for dinner. It was these long hours, I believe, which injured my sister's health so. She is now very ill. It is 12 years since I left there.

A few of the droopers in this little town have taken to doing millinery, and give out some other work to persons who employ a girl or two, in one or two cases, I know very young. Girls working in this way would expect to go from 8 till 8, and though they do not always keep strictly to the time, still, in a small town like this, their friends would see that there was no great abuse.

EDINBURGH.

73. A statement, of which the material facts are given below, was kindly placed at my disposal by Mr. R. Denbstone, S.S.C. of Edinburgh, as, so far as this knowledge went, equally applicable to the stated facts now as when it was prepared by him a few years ago. The register of a month's work was, he informs me, kept by a young lady, whose accuracy may be relied on. It may be remarked that the summer season appears from other sources to be the busiest time in Edinburgh, as in most places, so that probably this month was taken merely because it happened to be the month then passing.

74. A Statement of the Long Hour System in Private Millinery and Dress-making Establishments in Edinburgh.

In these establishments the young ladies are generally of 14 years of age and upwards, and are composed of those in Edinburgh and from country towns and villages. On the average of the whole year they rise between 7 and 8 a.m., then have breakfast, say commence work immediately thereafter, generally at 8. They continue sewing, with intervals of about 20 minutes each for dinner and tea, until about 9 p.m., when they have supper, and on very rare occasions stop work altogether; but generally, after the interval of about 20 minutes for supper, they sew on again till 10, half-past 10, 11, half-past 11, and sometimes still even 12 o'clock, which often happens on Saturday evenings. They never get out through the week, except on the Sabbath, unless they specially ask, and that is very seldom; and they only get 14 days of holidays in the summer. The following is an abstract of the hours of employment in one of the first-class private millinery and dress-making houses in Edinburgh for the month of November last, and may be taken as a fair sample. It will be observed from this, that on the average of four weeks the young ladies were closely employed more than 28 hours per week longer than what females are allowed by law to work in factories:—

November 1866.

Days of Week.	—	Began Work.	Stopped Work.	Deduct 1 hour per Day for Dinner, Tea, and Supper.	Total Hours employed each Day.
Monday	-	8	1 p.m.	1 hour.	14
Tuesday	-	8	1 p.m.	"	14
Wednesday	-	8	1 p.m.	"	14
Thursday	-	8	1 p.m.	"	14
Friday	-	8	1 p.m.	"	14
Saturday	-	8	1 p.m.	"	14
					86
Monday	-	8	1 p.m.	"	14
Tuesday	-	8	1 p.m.	"	14
Wednesday	-	8	1 p.m.	"	14
Thursday	-	8	1 p.m.	"	14
Friday	-	8	1 p.m.	"	14
Saturday	-	8	1 p.m.	"	14
					86
Monday	-	8	1 p.m.	"	14
Tuesday	-	8	1 p.m.	"	14
Wednesday	-	8	1 p.m.	"	14
Thursday	-	8	1 p.m.	"	14
Friday	-	8	1 p.m.	"	14
Saturday	-	8	1 p.m.	"	14
					86

Days of Week.	—	Began Work.	Stopped Work.	Deduct 1 hour per Day for Dinner, Tea, and Supper.	Total Hours employed each Day.
Monday	-	8	1 p.m.	1 hour.	14
Tuesday	-	8	1 p.m.	"	14
Wednesday	-	8	1 p.m.	"	14
Thursday	-	8	1 p.m.	"	14
Friday	-	8	1 p.m.	"	14
Saturday	-	8	1 p.m.	"	14
					86
				Total	202

2) 202 hours per month.

2) 80½ hours per week.

13 hours 42 minutes per day.

Their rooms are pretty comfortable, and their food is in general plain and wholesome, but, in consequence of the incessant labour and the want of exercise and fresh air, they cannot relish it properly. They have no time for reading or amusement, or even to sew clothes or anything for themselves. At night, when they stop work, they are fit for nothing but their beds.

On the Lord's day, as they are quite worn out with the incessant work of the previous week, and the want of exercise and fresh air, they are much more fit to lie in bed or to take a walk to recruit exhausted nature, than to go to church; and even when they do go they are wholly unfit to attend properly to its services. They must overreach on this day, too, to call on their relatives and friends, or else never see them at all. Thus, and being unable to attend Bible classes and prayer meetings, they are deficient in religious knowledge.

In consequence of this pernicious system many of them have been brought to an untimely grave, whose medical attendants have stated that they blamed the long-hour system entirely for it.

After the universal and overwhelming testimony of the first medical and scientific men and other writers as to the pernicious and demoralising effects of the long-hour system upon young ladies, it is quite evident that both the heads of these houses themselves and the ladies who employ them are losers by the present system, because the work cannot be done

so well, or even so much of it, as if the short-hour system were adopted. It is well known that if the human body exceeds a certain amount of work each day it has a strong tendency to become exhausted and worn out. It is submitted that, if reasonable hours of work were adopted, the young ladies would take much more interest in their mistress's business than they can be expected to do at present, and would meet scarcely be much better fitted to fulfil their duties both for this world and the next. If they could leave work on Saturdays at 2 p.m., those of them also whose parents and relations reside in or near Edinburgh could go home on Saturday at 2 o'clock and see them, go to church with them on

Sabbath, and return on Monday again well fitted for the duties of the week.

The good and beneficial effects which have followed the adoption of the short-hour system by the male portion of the community in business must of necessity be derived from its adoption by the female community also. If the heads of these houses and their customers have any feelings of humanity at all for their own sex, not to speak of the great benefits that would be derived by society at large, they will at once see the propriety and absolute moral duty and necessity of this course; and it is sincerely hoped that the day is close at hand when it will be universally adopted.

Wearing
Apparel
—
Edinburgh.
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Mrs. J. E. W. W.

75. The young person, aged about 21, whose statement follows, was stated to me by a lady of good position, well acquainted with her and her family circumstances, to be thoroughly accurate and trustworthy, as she appeared.

76. *Miss ———, millinery assistant, Edinburgh.*—About four years ago I went as scholar to a private house here with a first-class business. A scholar usually lives out of the house, and pays a guinea for a year's boarding. After some months I went to live in the house, paying 25s. a fee for my board for the first year. It is usual for a young person living in the house to pay about this amount for the first year, to work as imprinter for the second, neither paying nor receiving anything, and in the third to get a small salary, about 6s. In good houses 14 is about the youngest age at which girls begin the business. Those who work at shops live away, but in private houses a considerable number live in, and there is often an indoor apprentice or two. At first apprentices only go messages, but afterwards there is no difference in their hours and those of the paid assistants. At the house where I was, from 12 to 16 assistants lived in, and there were also a few day-workers and a number of scholars. We had very regular hours there, scarcely ever working after 10 p.m., and never much, if at all, later, even in the seasons, which are about six weeks for the summer and eight for the winter season. We breakfasted at 8, and then had worship, so that it was nearly 9 before we began work. The proper hours are from then till 9 p.m., and out of the season we often get away early. We had meals at regular times, but they were short, about a quarter of an hour for dinner and 10 minutes or perhaps a little more for tea, and supper after work. The food was not very good, and we could not eat much. The work was the only thing that we had to complain of. I do not think that it was merely our being tired or not getting out which prevented us from doing better. In the season it was understood that we were not to go out at all in the week. Even with these short hours, I used to be quite done up at the end of the season. Three girls left ill and died; but they were delicate to begin with.

After being at this place two years, I went to another private house, where the dress-maker and I were the only workers that lived in, the rest being all scholars. They worked from 9 till 8, with an

hour-and-a-half for dinner: they never got away after that till 9 or had any tea. We two began at 8 all the year round, or, at least, according to the work, and in the seasons scarcely ever left off before 11 or 12 p.m., as we had to stay and finish the scholars' work. I had to work late to help the dress-maker. One time, for a mourning order, we had to work regularly for three weeks till 3 a.m., and get up at 5 a.m. to work again. One night the mistress kept three of the scholars to work all night, they sleeping with us for a short time just as we did. This was the only time while I was there that she kept any scholars all night, but she had done so before I was there. She might easily have got extra hands to help, but she did not like. It was in February (i.e., in the dull time.—J. E. W.) During this time we had to run to our meals just as we could, and could scarcely eat. It was, I think, only the excitement that kept us up, as we were so anxious to finish the work. At the end of the three weeks I was utterly done up, and have never been well since, i.e., 14 months. The doctor told me that I must give up my place, and never heard in a house again, and I have therefore taken a situation as a day-worker. He said that my chest was affected by the sleeping. It was the pain which I felt there which obliged me to stop work.

At this house we had just about the same times for meals as at my first. Even when we were hardest we left the work-room to eat them, but it was only to go into another room on the same flat. At first our food was very good, as two young ladies boarded in the house, and we had meals together; but when they left it fell off.

At both places our work-rooms were airy enough, and our bed-rooms upstairs. When we were working by gas, as we had to do a good deal in winter, it was bad for our eyes.

Late hours, as I believe, not confined to the houses of which I have spoken. At one private house, which I could name, they are, I understand, even worse; but the shops are said to be pretty regular. Of houses with an inferior kind of business, I know nothing.

77. The milliner whose statement is given below, quite a young woman, had no objection to her name appearing, but her father thought that it might do her harm. She was well spoken of to me by competent persons as perfectly trustworthy. She looks delicate, and has a frequent short cough. The dress-making house is one of those which I visited. The statement as to hours agrees pretty closely in both accounts.

Miss ———.—I was lately millinery forewoman, living in a fashionable private dress-maker's house in the new town. It was in February, one of the busiest months in the year; but we never left off work before 11 p.m., beginning always at 8 a.m. Some of the girls said that they had not been out of doors since the beginning of the year, i.e., six weeks, as they were so tired that they could only lie in bed on Sunday. I understood from them also that in the seasons, or for mourning orders, &c., they often worked much longer. I have seen a dress sent out by a message girl, a small thing of about 12, after 12 o'clock on

Saturday night. She would have to walk a mile and a half and come back again, as she lived in the house. Most houses have message girls, but not living in the house. Young girls are not afraid to be sent out so late, as they are quite accustomed to it. Owing to the long hours, I could not take my meals well; we had just time to swallow our dinner. That was pretty good, but the breakfast scanty; viz., a halfpenny roll and a half slice of a four-penny loaf; the same allowance to each. The mistress once caught a girl sending out for something, and was very angry. Out of 13 or 14 who lived in the house, only four of us, the

Wooling

Apparel.

Edinburgh.

Mr. J. E. White.

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principal assistants, were paid, the rest, most of them about 18 or 19 years of age, and not learners or improvers, but good workers, working for their board. Advertisements are put out for girls to "finish." Some were without parents or home to go to; some who wished to learn stayed, hoping to get a situation from the place, as it had a good name for work. One who came from London, having her expenses paid down, said that she would have left at once, not so much on account of the hours as the discomforts, but she had no money to pay her way back, so was forced to stay. They complained greatly of the want of cleanliness in their beds and rooms, and of suffering from the cold there. I would have tried to push through, notwithstanding the hours, if things had been any way comfortable, as my salary was good, viz., 40s., but I could not, and left in a fortnight, and now take in work at home. The day-workers came from 9 till 8. At several other private dress-making establishments in the new town the hours are much the same as the above; in the old they are shorter.

Before this I had been at a millinery shop in the old town. To such shops a learner usually goes at 14 or 15 for a year, and pays a guinea. No worker lives at any of these shops. In some in the new town the forewomen do, and at the private houses in the new town many do. Our proper hours were from 9 till 8, but in the season usually till 8, and on Saturday nights till 12, or, out of the season, till 10. I have seen us go earlier if they were in a hurry, as early as 6 a.m., and once or twice work from that till 12 p.m.; but this was quite of our own free will. They were very nice people, and we would have done

anything to oblige them. This house is quite as regular as any of the kind on the south side, i.e., old town. Their usual hour for closing is, on Saturday nights, in the season, 12 p.m., and out of it, 10, and other nights 9. At the shop when it was as late as 12, the customers, being of the working classes, were generally waiting for their own bonnets. The seasons are from March into June, and from the first (October) to the end of the year. We had an hour and a half for dinner, and took as much unless we liked to stay, but we had no tea till we left work. We got used to this when leaving at 9, but we thought it too long when we stayed till 12. They do not feel this so much at the time, but it tells on the health afterwards. We could send out for something, i.e., those who had the money, but some could only make a halfpenny or a penny and join for something, or get odd day's bread because it was cheaper, and some could get nothing.

I need often to feel very tired, and when it came to near 12 on Saturday nights my head was going roundabout. Before I went out in business at all I was subject to a cough and pain in the side, but work has not improved it, and even in that fortnight for which I was so late, when sitting till 12, I could have screamed with this pain. I have heard others complain of pain in the side or across the chest, particularly dress-makers, who have to stoop more than milliners. At both my places the work-rooms were good. In some places they are below the street, and gas must be constantly used. It was so at a tailor's here, where my younger sister, whom you saw just now, and who is now at a dress-maker's, worked a sewing machine. Sitting long by gas would affect anyone's eyes, as dress-makers, &c. find.

MISS FORSTNER'S, MILLINER AND DRESS-MAKER, GEORGE STREET.

78. *Miss Forstner*.—My hours are very long, I am sorry to say, throughout the year. The indoor workers, usually about a dozen, begin directly after breakfast at 8 and work till 11 p.m., and for a time they get up at 7 a.m. Their hours are a little shorter from the middle of August to the middle of October, and perhaps for a month about February; but it is very seldom that they are after 11. They have just time to take their meals; perhaps 20 minutes for dinner. All get away for a fortnight's holiday, and the head assistants for a month. I let my get out to make their own purchases, &c., unless particularly busy. I seldom have any in the house under 15 years of age. They generally pay a premium for board, &c., say 25s. the first year, and less the second and third. Some do but little good even in four years. The out-workers have much the best of it, as they work only from 9 till 9, with an hour and a half for dinner. I have understood that at one private dress-maker's, where they used to be late on Saturday, they now clear by 3 p.m., the heads having said that they could easily manage it if they were allowed to try. I wonder to see how healthy my young people are, notwithstanding the long hours. The doctor has not been in the house for years. I attribute it to their having plain food and also a very large airy work-room.

I hope that this inquiry will do good. I remember how I used to be kept up myself, sometimes almost asleep. I should be glad if an Act of Parliament could diminish late hours in the business. It would also be a great benefit, if persons had time to take it up, to have a society for milliners, &c. here.

MISS BARTHOLOMEW AND LAW'S, MILLINERS AND DRESS-MAKERS, QUEEN STREET.

81. *Miss Bartholomew*.—The hours of work for the in-door hands here, usually about 18 in number, have been much shortened in the last two years. Now they are from 8½ a.m. till 9 p.m., and in the seasons, or any other time when we are busy, usually till 10 or 9½. When we were apprentices here years ago, we used to work in the seasons regularly from 8 a.m. till 12 p.m., and often till 2, 3, and 4 a.m. In

78. *Miss McIntyre*, head dress-maker.—(Gives some general account of hours, &c.)—I have been here 11 years. We scarcely ever work after 12, but are up till 1 or 2 a.m. one night in a week, just now and then; perhaps half-a-dozen times in a season, to get a box ready for sending away by train, or something of that sort. For about a month or so we begin at 7 a.m., and have done so for a season. The reason that our hours are not much later in the seasons than at other times is, that when we are busy we work quicker and get through the work so. Two or three of us are under 18, and most of the rest between that and 25.

I have very good health. Of course, at the end of the season, I feel done up, but then I get away for a month. Most of us get out on the Sabbath, unless for illness. Sometimes, however, we like to lie and take a rest. That is suitable to the Sabbath.

80. *Miss Smith*.—Here a year or so improved. Once when 15. Am very seldom up after 11 p.m., and only three or four times after 12, then perhaps till 1 or 2 a.m. Till 2 was my latest, and it was in August, when some of the others were away. Began at 7 sometimes, in making first, sometimes afterwards. Have very good health. Very sleep in one room, which has only a skylight (and no fire-place, I was told by another.—J. E. W.)

Learned at Montrose. All were scholars, and worked from 10 till 8, with meals, except the first hand, who lived in the house.

the afternoons we could hardly work at all, and two hours of them were lost so; and we had longer periods of leisure than now. We can keep shorter hours, because the business is now well established, and can afford it, and we do not take more than we can do fairly; but in a business just beginning it is very different. Starting without capital is a natural cause of late hours. The sewing machine also has

much shortened the work. Our skirts are done out. We are at comparative leisure only about two months of the year. At first the apprentices, who usually come at about the age of 14 for three years, most of them from the country, are not regularly set down to work, but take messages, &c.; but afterwards all in-door work alike. They should not, but I have not been able to arrange otherwise. We must train up some, because the good hands, who want to get forward or like to change, are drawn away to London.

The day workers, about six, come from 9 till 9, having meals with the others, the time being just as long as sufficient to take them in. In summer the in-door hands can get a walk after 9 p.m., and in autumn after 8. Early in the year we can finish at 5 p.m. on Saturday, but for the remainder are little, if any, earlier on that day than on others. The work room is large, but pretty well packed, and we should like more room if we could have it.

It is about 18 years since it became general for shops to keep workers, and now it is almost universal.

82. *Miss Blain*, head dress-maker.—Till two or three years ago, for eight months in the year, we were seldom away from work before 10 p.m., often not till 11, and a few times we were into the morning.

MISS LAMB'S, DRESS-MAKES, GEORGE STREET.

83. *Miss Lamb*.—My in-door hands, about eight, breakfast at 8 and begin directly after, and in the seasons work till 9 or 10 on the average, sometimes later, but seldom, if ever, till 11. The day-workers come from 9 till 7. Most are between 17 and 24 years of age. On Saturday all leave off at 6, and there are other private houses, I believe, where the same is done. If some do, others wish so. When I learned the business

these hours were thought nothing of then; but we applied to our employer for shorter hours, and though she said nothing at the time, I think she has done what she could, and certainly the work has been gradually shortened since. Last year we seldom worked beyond 9 p.m. We may get out till 10 p.m. after we have finished work, which sometimes is by 8. I wish very much that we could get a short day on Saturday. I know one private house where they leave by 4 then. About six of us are under 18.

At another house in Edinburgh, a newly established business, which afterwards failed, where I worked just before I came to this house six years ago, our hours were horrible. We often began at 6 a.m., our proper time being 8, and seldom left off before 11, and often worked till 12, and in the seasons often till 2, 3, and 4 a.m. Once we worked all night. We, five, lived in the house. There were only about a couple of day-workers, and they left at their time.

Our room here is large, and it looks as if there was plenty of air, but we have not always plenty. Some with the windows opened and some object. One or two who had delicate health have fled.

At Falkirk we were all scholars, about 10, and no paid hands. Our hours were from 8 till 6; but we have worked there till 10 p.m.

here, in the seasons we often worked till 4 and 5 a.m., and indeed seldom went to bed on the same day on which we rose. Private houses did more business then, and there were not so many shops doing work. There is a great deal of room in this house; and it is this and the regular meals, I think, which keep the young people healthy. Where they are much confined for space they are usually very pale-faced.

MESSRS. SMITH AND GILFVAN'S, DRESS-MAKERS, GEORGE STREET.

84. *Miss Smith*.—Only my first hand dress-maker lives in the house usually, and just now I am without one. She and I are the only persons who sit up late. That has been till 2 sometimes, and once all night, but now it is seldom beyond 9 p.m. From 8 a.m. till 9 p.m. is her regular time all the year; but on Saturday work is finished by 4 or 6 p.m. That is the only time in the week-days when she can get out. There is a dinner time but no tea time; but if work is going on at all hours, I usually send in a cup of tea. Learners seldom stay late. They come from about 14 years

upwards, and after about two years become paid workers, at a salary say of 2s. 6d. a week at first.

85. *Catherine Ross*.—Am a learner. Came when about 14. Do not stay very late, because I have such a way to go home; it takes me 20 minutes. But when we have been in a great hurry, the other learners and I have worked till 10½, and left the paid workers sitting. Two of them were kept one night to sleep so as to work late. Their proper hour to leave is 8, and some come at 8, but not regularly.

86. I visited the house of another private dress-maker, who stated the usual hours for her in-door hands to be about from 8 a.m. till 9 p.m. and sometimes longer; but she was unwilling to say how much or how often so. One of the assistants, who was then sent to me by the mistress at my request to be examined, stated that "sometimes we rise at 5 a.m. and work till 8 a.m., but we are not oppressed;" and the mistress herself afterwards said, "Sometimes they rise earlier and work later, till 10, 11, 12, 1, and 2." These statements, however, were not made till the mistress had shown violent displeasure from having overheard from outside the answers of the assistant to my questions as to hours. These she considered it improper for me to put, after I had questioned herself on the point, though she had declined to give any details as to later hours, and my object in examining the assistant had been stated to her. I do not think that these statements give any ground for assuming the work at this house to be habitually or even often late, and under the circumstances I did not think it desirable to inquire further so as to ascertain how this might be; but as I have no doubt that the statements are true, I thought it right not to suppress them, but give them with this explanation of the unsatisfactory circumstances. I also visited one of the principal retail establishments, that of Messrs. Kennington and Jenner, drapers, Princes Street, employing from 80 to 100 milliners and dress-makers, with from 20 to 25 girls as learners, ranging from 12 to 16 years of age. The latter receive dinner and tea each day as partial board, and from 2s. 6d. to 5s. 6d. per week in money, but only the sales people, about 100 male and female, are boarded and lodged. The hours and system differ little from that of other large and well conducted retail establishments already described. Extra work is said to be never required, extra hands being engaged instead. Work ceases at 5 on Saturdays, and all have a fortnight's holiday in summer, wages allowed.

MR. MIDDLEMAS'S, CLOTHIER, SOUTH BRIDGE.

87. *Mr. Middlemas*.—My business, in which I have used of good needle-workers, gives me occasion to observe a gross defect in the general industrial training of girls here. The principle of division of labour, which is of such importance in manufactures, should be applied equally to the training of needle-workers

by means of classes devoted to the different stages of work, e.g., in skirts, hemming, body making, finishing, &c., so that all may be able to do at least one thing well enough to take their part in the manufacture; otherwise the manufacturer himself is discouraged, and they may be unable to obtain employment of any

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kind. I am frequently obliged to reject persons because, though they may be able to do many kinds of work indifferently, they can do no single one well. The advantage of getting work done by a person who can do it well, is such as to induce me even to incur the loss of time and trouble in sending it back-wards and forwards to different workers for each stage. At ordinary schools the practice of the material being supplied by the parents, and made up completely by the child for the use of the family is of course unfavourable to such a course of training. In Edinburgh, however, at the schools for girls and boys, supported by Harriard's hospital, of which there are, I believe, 13, with an average of some hundreds of scholars in each, and each with an industrial department, the material to be worked upon is supplied by the institution. It would be a great benefit to the female working class in particular if

this opportunity of carrying out a sound system of training were turned to account.

88. *Mr. Munro, foreman.*—I am well acquainted with the general system of employment of females in shops and warehouses in this city. About 20 are employed here in tailoring and shirt-making, but this is the greatest number so employed in any house of the kind. For about the last year, however, it has become very general to employ them in such places, and almost every tailoring house of note has a few at sewing machines or hand-sewing. One female at a sewing machine, can work for six or seven men. At first the men objected to it, but now they find that those who are helped by females can earn more, so they are obliged to give in. One person to whom we give out shirts to be button-holed employs girls, and teaches them.

THE NORTH BRITISH RUBBER COMPANY'S WORKS, FOUNTAIN BRIDGE.

89. Waterproof clothing of all kinds, such as coats, overshoes, hats, &c., is made here on a very large scale, though other important branches of manufacture, such as mechanical rubber, e.g. machine belts, tubes, buffers, &c., and as air-proof goods, are carried on in the same premises. The india-rubber is worked up into thin layers or sheets, which are spread on a fine woven fabric, such as cambric. This compound material is then cut and made up into the forms required, which is done by females with the hand, and consists chiefly of fitting the articles together by pressure, after applying an adhesive solution to the edges. The articles being then submitted to heat, are sufficiently held together by mere adhesion, without the aid of sewing. But sewing machines, driven by power and attended by females, are used in forming some articles, which consist in part of cloth or felt.

90. The simple india-rubber is prepared from its rough form of fleecy masses by men almost exclusively. The preparation consists chiefly of "grinding" or squeezing, and rolling in powerful machinery, and vulcanizing by combining it with sulphur, and exposing to a strong heat. This process is said to keep the india-rubber from becoming too hard in cold, or melting and sticking in heat. Some of this machinery has formidable looking and unprotected cog wheels, but only three or four females, who sew lengths of fabric together, and "bender" rollers, are ever engaged near it.

91. It is a fine airy factory, with closets and washing places on each floor, and strikingly clean and pleasant. The hours, 7 to 6, with a dinner hour, appear closely observed, and there are strict regulations for keeping the place clean. The appearance of the workers was correspondingly good.

92. *Mr. Fitch, Secretary to the Company.*—This factory, the only one of the kind in Scotland, employs on the average about 700 persons. Towards half of the number, which is now lower, are females, but few of these under 18, and are principally engaged in making waterproof clothing. Our method of waterproofing differs from the McGulick process, by which the india-rubber is dissolved instead of ground. There is scarcely ever a case of sickness amongst them; indeed several manufacturers and others have remarked on their healthy appearance. Their wages are exceptionally high, which is a great benefit to them. I have noticed in the case of several how very much their general condition has improved since coming here, as well as their dress and manner. But good wages are I think an aid to employers. Many of these doing the full time of 10 hours could make

15s. a week, sometimes 18s., but they are often not doing so, and average perhaps 11s. It obtains, I believe, as a general rule through all kinds of work, that labour by night does not answer so well as by day, and we never practise it unless under peculiar circumstances. Just now, owing to a late serious fire, it is necessary to have a set of men and a few boys working by night. The factory is whitewashed or painted yearly, and kept constantly cleaned. Two acres of grass are being put down adjoining the factory, as a park, for the benefit of the workpeople. I took a great interest in a night-school, but it fell off, chiefly from want of support in numbers. I am speak from facts that it would be a great good to have all workers well educated; if they are, they are much quieter and better behaved.

Glasgow.

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93. In 1861 the "Glasgow Milliners' and Dress-makers' Association" was started under favourable circumstances with the patronage of several ladies and others, persons of high rank or local influence, and with the personal services of an experienced and hardworking secretary. But already it is crippled by want of support, and has had to give up its office, having been able to publish only one printed annual report, viz., in February 1865. The secretary still acts to the extent of his power, but it is plain that the want of an office, and the means of making the existence of the society more widely known, must very much lessen its power of effecting its objects. These include, in addition to the keeping a free register for persons seeking employment and providing for assistance in temporary difficulty and other useful provisions, a limitation of work by principals to 10 hours actual work per day, and improved ventilation of work-rooms. The report states the number of young females engaged in the millinery and dress-making establishments in Glasgow as "upwards of 3,000," the greater part of them "under 20 years of age." Some of the facts stated in the report are included in the following statement of the secretary.

94. *Mr. James Belford, Calton-road, Secretary of the above Association.*—Both just before and since the institution of this Association I have been engaged in obtaining statistics and information as to the employment of milliners and dress-makers in Glasgow. An attempt to obtain these by means of

tabular inquiries sent by the Association to every employer in Glasgow met with very partial success; but I was able in other ways to arrive at what I believe to be an accurate and trustworthy account of the principal facts.

In the year 1862 there were in Glasgow, according

to an inquiry then made with great care, though some may possibly have escaped notice, 249 private establishments and 89 retail houses, in which millinery and dress-makers were engaged. The practice of employing them in retail houses has grown up chiefly within the last few years. In such a house from 12 to 20 is probably as common a number as any; some I believe have considerably more, viz., from 30 to 40 in a full time, and many much fewer down to about four or so. There are I should say, few, if any, private houses employing over 20. In small places of either kind the same persons often act both as saleswomen and workers. The total number of persons engaged cannot be given with accuracy, but I believe that it may properly be estimated, as stated in the report, at upwards of 8,000. The mass of these are females between the ages of 14 and 25.

In private houses the in-door hands begin work at 8 a.m., an hour before the out-door workers, or often in the season at 7. They leave off in the dull part of the year at 9 p.m., and in the two seasons, which together make towards half a year, at 11, frequently 12, but I believe not later unless on exceptional occasions; in most cases the day-workers stay till the same hour. They have a quarter of an hour or 20 minutes for dinner, or sometimes only just time to swallow it; and perhaps 10 minutes or a little more for tea, and generally, but not always, supper. They cannot get out of doors except on Sabbath and in the dull seasons; and have usually, I believe, but 10 days' holiday in the year.

In retail houses all, even forewomen and saleswomen, live away. Their hours are from 9 till 7, with an hour for dinner about 3, but no tea. They are however kept late in the busy time, especially in the last three days of the week, often till 11 and 12 p.m., and often quite into the Sabbath morning, because so many goods are brought in on Thursday and Friday to be trimmed for the Sabbath.

I could not get admission to any of the private houses, where I was generally told that my object was too inquisitorial, but I visited between 20 and 30 of the larger and moderate retail houses, seeing the employers or heads of departments, and went into the work-rooms, in about a dozen of the smallest class of houses. In any that I saw there was space enough, but the air felt close and heavy. Very few had fire-places, but some have, I was told, stoves in winter; some not. A complaint made by many is that the constant breathing makes the place disagreeable, and they are obliged to open the windows, which makes a draught and gives them colds. Some who live in private houses complain both of the amount and quality of their food, and also of their sleeping rooms.

I also communicated personally, by means of meetings to which I invited them, with, I should say, from 60 to 70 of the assistants engaged in different millinery and dress-making establishments, chiefly first hands; most of them day-workers, though a good number also were persons who lived in their employers' houses. At the first meeting those who attended were timid and seemed to fear that they might be prejudiced by their stating anything, but at the later meetings they had more confidence and spoke out more. They spoke temperately and without showing bitterness or spite towards their employers, though some blamed the heads of their departments as tyrants and unfeeling. I only remember one employer being spoken ill of. In general they seemed to regard their condition as something which could not be helped, at any rate by themselves. They can do no good by leaving if they are dissatisfied. There are too many in the trade for this; indeed the number of persons in it always rising employment is one of the great evils. The opinion which I formed was that their statements were truthful and not biased or exaggerated. Their complaints as to the bad effect of the work on their

health were borne out by their appearance, which in general was sickly and sallow.

The following are some of the evils resulting from the employment most commonly complained of by this class of persons. Headaches, which frequently lay them up for a day or so, loss of appetite, and such fatigue that at night they can do nothing but get straight to bed, and on the Sabbath are often obliged to stay at home because they are too sleepy to go to church, or, if they go, to follow what is said. They are prevented too from availing themselves of the means which are provided for religious and other instruction. I endeavoured to get some to attend prayer meetings, and knew that many were inclined to come but could not, giving their late work as a reason.

95. *Miss Rankine, Duke Street.*—I have worked in four millinery shops, in a private dress-maker's house, and am now in a haggard and wholesale millinery warehouse; all in this city. My health has suffered much from the long hours which I have had to work. I am now just 19, and began as a scholar when barely 14, which is about the usual age.

The usual hour for going to work is 9 a.m., and scholars should leave at 7 p.m. While I was a scholar and unpaid, which was for two years, I was never kept later than 8, though we often were till that. But during the busy season, i.e., from May till the end of July, the paid workers at the shops where I was had to work only till 8 perhaps in the first three or four days in the week, but in others gradually later. On Saturdays nights till between 12 and 1 was the usual time. I have wrought till 1 o'clock on Sabbath mornings, but scarcely later than that. One of the shops was not quite so late, but at this and another we had to take work home, and I have sat up at home for it till 1 and 2 a.m., and later, just according to the work, and indeed all night many a time. Not strictly all night—you are obliged to get a bit of rest, say go to bed at 4 or 5 a.m. and rise at 7 a.m., and be back in the work-room at 9 to the minute, the master looking at the clock and scolding you if you were not. I have sat up till 4 a.m. three nights in a week, and been in bed by about 1 a.m. the other three. The next day you must work as well as you are able, but you are that done you hardly can work. You must take the work home, and cannot refuse, or they would say, "You are no use here; we will get those who will take it." I know young girls themselves who have worked at other places till 4 and 5 o'clock in the morning, and my father, who is a policeman, has very often seen girls sewing at one place at 8 and 4 a.m. At private houses assistants and apprentices sometimes live in the house, and they are much worse off, sitting up many a night and not getting an hour's rest,—sometimes only an hour or two. You see they can force them to that, as they sleep in the place. Some of them complain of sleeping in cold rooms, usually attic, and sometimes snuff floors, and also of being half starved, and altogether in a miserable condition. They often have only a few minutes for their meals, just as long as it takes to swallow their meat. In shops no hour is allowed for dinner, but sometimes they are so very busy that you cannot go and they will not let you, so you just send out for a piece, just some dry biscuit or something of that style. It was when I was staying in this way that I first found the pain in my chest coming on. However late you stay they don't give you anything, and you cannot get tea, nor did we till we went home. When you get home at night, indeed you are scarcely able to eat anything,—you feel quite sick and weary. Indeed at Sabbath mornings it was very often the case that you lay in bed and tried to rest yourself instead of going to church.

Some of the work-rooms are very uncomfortable. While at one place I had to work away from the shop in a room up a coast where a great many low people lived. It was a room about the size of a small bedroom, and had been used as a dwelling before. There were a dozen girls in it, though four would have filled

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it sufficiently. Several were obliged to drop off from ill health. Another place was also dreadful, just a narrow attic with skylights. We nearly all had bad headaches. In summer it was very hot, but in winter there was no fire or warmth of any kind. When you came out at night you were quite stiff with cold, not so much your fingers as your feet, so you could work. Though it was a frost you had just to sit and endure it. In shops most rooms have no fire-places, and are generally at the top just under the roof. In private houses nearly I believe are in a sunk floor. Indeed you have no idea what the girls suffer in winter time; they are almost frozen. The gas does not keep you warm then, though it is often very oppressive.

Some of the milliners and dress-makers are extremely delicate, and few who live in the private houses have colour in their faces. The constant bending gives such a pain in the chest, and I have found this very much myself, especially of late. Some are troubled a good deal with a bad cough. One who worked with me took consumption and died, it was thought from her sitting close by such a waft of air that came up through a trap in the floor, which served as the door. Another died from consumption caused by the close confinement. Headache is common, and I had a fearful one which did not leave me till I was idle for weeks. I have felt my eyes quite hot from constant looking at the work, and after you come out at night they quite glimmer, and everything appears a sort of strange. Many become short-sighted, and at the table at which I work now two or three are so.

When I went to the lapet warehouse where I now work, the headache, which had left me while I was not at work, came back just the same as even. Many a time I have to be a whole day, and there is not one girl there but what is troubled with it. My own health has been worse since I went to this place. Few girls in these places enjoy good health, and the appetite is not quite so good as at a milliner's, because the place is not quite so wholesome. There is so much gas used for the gruffing and making-up machines, and it smells a good deal. I have nothing

to do with these myself, but we sit near, and it makes you sweat fearfully. Very little girls work at the gruffing machines, some of 7 or 8, I should say, at least, I never saw such young girls at work anywhere. There are several of these lapet warehouses in the town, and the masters are called lapet manufacturers.

The private dress-maker with whom I was had about 15 scholars and no paid hands. She takes scholars for three months at a payment of a guinea, and when the three months are up will not keep you a day longer as a paid worker, but you must make room for fresh scholars. When I left my first milliner's shop, after my two years as a scholar, being then 16, they were going to give me 3s. 6d. a week as a paid hand, which is about the common pay to begin with; but I got to elsewhere. After a year or so, perhaps, you rise 1s.; but 8s. is about the highest earned, except by those who are in charge. When you go to apply for a place, they look at you from top to toe, to see what you have on, none as if to find whether you will look respectable for the house than what you can do. If there is an association for milliners in the city, I do not hear it spoken of.

96. *Mrs. Robinson*.—I sent my daughter (b. 95) to millinery, thinking that it would be nice easy work for her, but if I had known what it really was, I never would have let her take to it. She looks stout still, but for the last few months her health has been quite breaking down, and I am thinking of sending her to the salt water. She is not fit to sit at work, and besides having severe pains, brought on by her work about a year ago, cannot take her food. She very often takes her place with her to eat at the shop, but if she comes home, it being a long distance, she only just stands and takes a mouthful and has to be off again. In the busy season, i.e., for two or three or four months, she is often not home till 11 and 12, and I have several times seen her coming home on Sabbath mornings, i.e., after midnight. Even now, after being five years at work, she gets only 6s. a week, though she is remarkably clever, and after she left school they came twice to ask me if she might become a pupil-teacher.

MR. W. McDONALD'S, DRAPER AND MILLINER, CROWN STREET.

97. The appearance of this small shop and the street in which it is, seem to point it out as being, as stated below, a fair specimen of the class of shops in poor neighbourhoods dependent upon the custom of the lower classes.

98. *Mr. W. McDonald*.—I am intimately acquainted with the usual practice of the smaller retail houses doing a millinery business in the city generally, and can speak freely on this point. My own house may be taken as a fair specimen as to hours of all others, of which there are now great numbers, in the old or eastern end and all the outskirts and other parts in which the working classes live. I close my shop at 8½ or 9, except on Saturday, and then at 11 or sometimes later; but the work goes on in the season till 9 generally, and two or three hours later on the last day or two in the week, and on Saturday up to the very last moment, i.e., as long as it is Saturday. They begin at 9 a.m., and sometimes, as yesterday, at 7, having always a clear hour for dinner. One season begins at the end of March, and lasts till the middle of July, the other from the beginning or middle of September till the end of the year, each increasing to a crisis and then ending with a full stop. This increase is certain, and may be calculated on. Out of the season, I try to give them a night now and then.

It is not generally from the mere desire of employers for profit, though there are probably some who like to get the last penny, so much as from the wish to make things go sweet with customers, and indeed from actual necessity, that employers practice these late hours, to which the bad habit of customers in shopping or giving orders late leads. As far as I am personally concerned, I would never have late work, if I could get a living without it; but as long

as others work late I must. It is a sickening business, even as it is, and scarcely pays, though with the late hours. The business comes so little earlier in the week that it is impossible for me to keep more hands, the number being enough to do the work as easily as possible, if only people would give their orders earlier in the week. For the last year I have made a rule not to take in bonnets after Tuesday, unless in a dull time, and customers are beginning to find this out now and bring their things earlier.

Bonnets and hats are often brought to be cleaned and re-made. This usually forms a separate branch of employment, and is carried on in private houses in almost every street by women, either alone or with two or three girls, though some large establishments have a separate department for the purpose. The bonnets are taken to pieces, washed, and re-made in the shape required, and stiffened on blocks. Felt bonnets and hats usually go to a hat-maker for the purpose. It is often far on in the week before the milliner can get the bonnets back, and they must be trimmed by Sunday.

At many of the larger establishments, though the shops are shut at 7 p.m. the girls will, as I understand, be working on till 11 or later, and things are done at hours later than I have ever sent them. It is quite a common thing for girls to be in the streets on their way home from work after midnight, as many live so far away. A friend of mine in a populous part of the city, who had a great number of applicants for a situation was obliged to refuse them all

simply because they lived at such a distance, and advertised again till he got one who lived near, as he could not brook the idea of a girl going home through the streets at least one night a week after midnight. This indeed is the greatest evil of the whole, and more harm comes from it, and the temptations to which they are exposed than from all their over-work and fatigue, though they are tired enough at the end of the week.

It has become very common, chiefly within the last eight years or so, for dress-makers to keep milliners, but comparatively few have dress-makers. There are three or four such houses employing probably as many as 40 females in the season. No retail houses have any of the workers living on the premises. Generally there is not room even for the young men. Girls are pretty generally in the business at 14, or often 12. The great bulk of females employed are between the ages of 17 and 24. It is hard to say, why there are so few older. Some houses have only a first hand and apprentices, and almost all have at least one or two apprentices. I employ two young women, who also act as saleswomen, and an apprentice, sometimes two. Apprentices come for three or six months, or longer, some paying a guinea, and after that receive a small weekly payment, e.g. 2s. 6d. at first. Whether they are kept late with the paid hands or not is a matter depending on the good feeling of the employer or the forewoman, and when she is severe they suffer.

99. *Miss E. Hendrie*, millinery assistant.—Just before coming here I was for six weeks of a season at a large general shop in the city, where milliners, cloak makers, and dress-makers were employed. The shop closed at 8 p.m. but we worked nearly every

night in some weeks till 11 or more often 12 p.m. but never later. On Saturday it was generally 12, and was expected to be 11. I had to go home by myself. When I engaged myself, I did not learn anything about the hours further than being told "you will be late some nights." We were paid nothing more for it: I had my set 6s. a week only. I was then about 16, and most of the other milliners was about the same or a little older. We began at 9 a.m., and took an hour for dinner at 2, but had no tea time. At first when staying late we took a bit of something with us, but the girls all complained and they then gave us something to eat at about 9 o'clock. But this was far too long to wait, and I felt done up. I left because they would be getting slack there, but I did not like the late hours; and I could not take my meat, had headaches, and was bad to my stomach. The girls used to say that it was no good to leave and go to another place, for that all were just about the same.

In a millinery shop in a large country town some distance from here, where I was just before that, i.e. three or four years ago, the kind of business, seasons, and hours were just about the same as here. When we stayed late in the busy season, it was generally till 12, once or twice a week, sometimes 1, never later. I was about 16, and after being a learner 16 months, got 2s. 6d. a week. The learners were not always obliged to work as long as the paid hands, but of course if the mistress had got an order they must stay till it was finished.

100. *June Crompton*, age 12 years and 6 months.—Here four months, and have ceased to be a learner. Come from 9 till 9, sometimes later, but always get away before the big ones, if they are staying on late.

Wearing
Apparel.
Changov.
Mr. J. E. White.
b.

MR. A. GARDNER'S, SHAW BONNET AND MILLINERY ESTABLISHMENT, THROGATE.

101. *Mr. A. Gardner*.—Some of the scholars come here only for a short time, to learn merely for their own purposes, and not intending to follow the business. I have little control over their hours, and it is a rare exception for any scholar to stay late. None live in the house. The paid hands, also, from 10 to 14, running from the ages of 15 or 16 up to 25, a few perhaps older, all live away. They should come at 9 and leave at 7, but in the summer season they are seldom away before, though not often after, 9 in the first half of the week, and towards the end stay till 10½, 11, or 11½, and on Saturday nights generally 12, but never later than this. The parcel book (shown to) shows that on last Saturday, being at about the beginning of the season, the last parcel was despatched at 10 minutes to 12 p.m., and on the Saturday before at 11. I employ boys for this, or sometimes the customers come themselves if it is late. The saleswomen have to stay late too, but not quite so late as the workers, though the principal ones must see that the orders go out properly. In the winter season work is not so late. I have often tried

to get the hands to come earlier, but cannot, and see no way out of the late hours. The public might diminish the pressure, if they thought about it, by sending their orders earlier in the week. If I engaged a greater number of hands in the busy seasons, I should have to keep a smaller number than I do in the dull, so as to make up for the extra cost incurred. I have, however, known the hours so much longer than they are. A fortnight's holiday is allowed, and I have a rule that if any are away sick, which often happens, I pay their salary all the same. I have a separate department in some premises near for cleaning and making up bonnets.

102. *Miss Lister*, assistant.—In the busy season we expect to get away early on Monday, usually about 8, and get gradually later; Wednesday perhaps 10, Thursday and Friday 11, Saturday 12. We have an hour and a quarter for dinner, but do not go at the same time, some being always wanted in the work-room. Sometimes I have to wait for it after my usual time, but not often as much as two hours.

MISS MURRAY'S, MILLINERS AND DRESS-MAKERS, 10, REGENT STREET.

103. *Miss A. Murray*.—We have a first-class business, but employ only day-workers, as we like to have our hours free. All are paid hands, averaging from 17 to 26 years of age, and they work from ½ to 9 to 10, with a dinner hour. If they stay later, which is very rare, and never beyond 10 p.m., they are paid extra, and have tea. In the last three years there has only once been work all night, and that was for mourning. We consider that working long hours is not economical, and that it is indeed a loss, as after being late the hands cannot work well next day. In the busy seasons we give out what work we can, such as skirts, and, unless for old customers, we do not take in the less profitable kinds of work, such as making-up dresses for which we have not sold the material, though we are willing to do this in slack times, as it gives the hands employment, and pays their wages; but it does little if any more, and it is considered that the only system to

make more a dress-making, without selling the material, answer, is to work for too long hours, or give low salaries. To allow of the mere making being properly carried on at a fair profit, the charge should be double what ladies now think a very high charge. Drapers admit that there is no profit in mere making, and only do it for few private establishments should take the sale of their goods out of their hands.

Dress-makers have plodding hard work, and sitting as they do all day with their heads down, should have a shorter day than other people, and yet they have a longer. I do not see why they should always be at it and have no relaxation. What we should aim at would be to get an hour shorter day than we have here, and to get Saturday afternoon free.

I have tried to get a ventilator put in the work-room, but doubt whether the landlord will do it. The window of course cannot always be down, but it is always left open at dinner time.

Wearing
Apparel.

Glasgow.

Mr J. E. White.

104. *Miss Campbell, millinery assistant.*—(Gives some account of hours.) At another house in the town we were less regular. In the seasons the in-door hands worked from 8½ a.m. till 10 p.m. as a rule,

sometimes till 11. In three months I only once worked till 12. You had to eat your meals as quiet as you could.

MISSISS BEATTIE'S, MILLINERS AND DRESS-MAKERS, BATH STREET.

105. *Miss Beattie.*—The in-door hands begin at 8½ a.m., and in the seasons, i.e., about four months, work till 10 p.m. The out-door work from 9 till 8, and have their dinner hour at 4; but if they like they may dine at 2, when we do. We give the best room in the house, what ought to be the drawing-room, for the work. Mary, I understand, have to work downstairs by gas-light.

106. *Miss McKee, millinery assistant.*—In the house four years. (Hours as above.) We, in the house, sometimes begin at 8 a.m., but work later than 10 only a night now and then, and never beyond 12. In the slack season we leave off at 8. Perhaps a quarter of an hour or 20 minutes is given to dinner; too the same. In my former situation my hours were much the same.

MESSES. ARTHUR AND PRASEN'S, SILK MERCHANTS, &C., ARDYLE STREET.

107. *Mr. McIsaac.*—I have charge of the millinery, cloak, and dress-making departments, in which to-wards 50 females are now employed; none live on the premises. All come at 5. The cloak-makers never stay after 7 p.m., but can take work home if they like. For about five or three months in the season the others see seldom away before 8, and are sometimes kept perhaps twice a week till 10, but are

never allowed to stay later than that. We always manage now for them to leave on Saturday at 7. Formerly, when we had a lower class of business, we were much later, and very often till 11 on Friday and Saturday night. It was perhaps partly the dress-makers' fault.

[This establishment is spoken of as of the highest class.]

MESSES. McINTYRE AND HOGG'S, SHEET MANUFACTURERS, BRUNSWICK STREET.

108. The workrooms are at the top of a warehouse. The principal one was closely filled, but the windows were open, and an eminent medical gentleman who was with me considered the place not bad.

109. *Mr. McIntyre.*—This is about the largest sheet-making establishment in Glasgow. We employ here usually from 80 to 100 females, sometimes double the number, but seldom under 50; but we have a much greater number of out-workers. We try as much as possible to obviate "sweating," and to deal directly with each sewer. The hours here were from 9 till 6, with a dinner hour, but we took off an hour in the evening; indeed the thing was forced upon us, and the people looked pale and unwell. The work is close and confining, and even 10 hours a day, were it constant through the year, which it is not with us, would be too much. Even an engine cannot properly do more than a moderate amount of work. The great object is to get the business steady, and the hours regular, as our experience is that the work is so much better done then. For the last twelve months we have been getting towards this; but if we see busy we have to go on till the work is done, though this is now seldom later than 10 p.m. They have occasionally begun at 8 a.m., perhaps half-a-dozen times last year.

What occasions over work is chiefly shipping orders; home orders can go any day. Other houses no doubt find the same difficulty. I believe, however, that no loss would arise if all were precluded from over-time; buyers would have to place their orders earlier, whereas they now frequently delay them. If we were employers of children I should be glad to be under legislative compulsion to not spare a portion of their time for education. Children should not

remain at work more than four hours. Education should be made generally compulsory on all. I do not think that there would be any difficulty in legislating for employments such as ours, if the objects were such as those which have been explained to me (i.e., of factory regulations,—J. E. W.), and there would be no difficulty whatever, in Scotland at any rate, in requiring a half-holiday on Saturday.

110. *Mr. A. H. Turnbull, in the warehouse.*—This list (Awards it to) of about 15 names, comprises, I believe, nearly all the wholesale houses in the town where shirts or such work are made on any scale of importance. In most cases some other kind of work, such as underclothing, shawls, muslin work, &c., is carried on in conjunction with the shirt-making. One is a skirt, i.e., crinoline house, and two are slip houses. The hours at most are from 8 till 6, some an hour or two longer, and till 2 p.m. on Saturday. The half day on Saturday has become general in the last six years for the simply wholesale drapery and dry goods warehouses. It was much opposed at first, but when people began to see that the same amount of business was done as before, so that nothing was lost by it, they began to come into it. The places where the shirt, &c. work is done, are usually flats in warehouses, which keep a stock. Several have, I should say, 50 girls and women, some perhaps more, several less. Besides these there are some small establishments of a more private kind, which manufacture for wholesale houses.

MRS. R. MORRISON'S, STAY MANUFACTURER, CANDLERIGGS.

111. The factory consists of a flat with street shops beneath, and a flat used for a host factory above. Many of the workers are barefooted. The door is left open, and any of the workers are allowed to go in or out as they please without asking. I met a girl on the stairs who had gone out in this way, to fetch some water. Such liberty might in general be thought likely to interfere with work, even though piecework, but there can be no doubt that it is far more favourable to the health and comfort of the workers than the very opposite practice which prevails in Dublin in works of the same or a like kind, of not letting the workers out even for dinner.

112. *Mrs. R. Morrison.*—I believe that we are considerably the largest makers of stays or corsets in the city. We employ about 100 persons, all females, from 10 or 11 upwards. Monday and Saturday we short days, viz., from 10 till 7 and from 6 till 2, with one hour each day for a meal, and the other four days from 6 till 7 with two hours for meals. Having Saturday afternoon and Monday morning

allows of getting away to the coast, as we do ourselves. The people stand all day, and could not work long without their rest at meals, or if they worked longer hours than they do, which is long enough. Some years ago working over-time was tried here for a bit, but it was found to be a loss. Steam power for the sewing machines would be a gain, but the premises are not suited for it; it would save the machines a

good deal; now, the girls being on piece-work, will come in late, say, on a Monday, and work like fury to make up time, and make the machines so hot that you can hardly bear to touch them.

There are other stay manufacturers here carrying on business in the same sort of way, in flats of warehouses, &c.; see makes millinery as well. Some of the "making" and hand sewing is given out in the town, and a few persons probably work with a machine or two at home. But I like better to have the work all done in; when it is carried away so much gets stolen.

118. Sarah Fegle, age 13.—Have worked at a sewing-machine here two years. It is very sore on you at first about the legs. (Hours as above.) Never worked over-time since I was here. We don't work in most times. Make 3s. or 7s.

MESSES. J. BLAIR & CO'S, HAT AND CAP MANUFACTURERS, ST. ENOCH'S SQUARE.

116. This is, I was informed, the largest manufactory of the kind in Glasgow, and it employs a great number of persons. Steam power is used for one or two operations, chiefly for "burning" or putting a gloss on the hats. The hat-makers are principally men, a few females being engaged in "trimming," i.e. sewing and putting in the linings and leather, and binding. Cloth hats and caps are made chiefly by females, whose work consists in the use of the sewing machine and needle, and ironing, which, as one said, is no doubt "very oppressive and hard in summer." The part near the brows and stove is very hot. Much of the cap work is given out. From inquiry which I made of the forewomen who has charge of the giving out, and from one of the out-workers whom I saw, this appears to be done much as described at Cork (h. 214-215).

117. Ann Robertson, adult.—Hat trimmer. About 20 of us do this. It is a trade fit for girls from 15 upwards, and is all needlework. The maidens girls do no part of the hat work. We work from 9 till 7, with a dinner hour, and make no over-time, but sometimes take work home. On Saturday leave at 4 or at 2. The machine and cap girls when very busy stay till 9 or 10 p.m., perhaps as much as a week, but it is very seldom. When I work in hot from the iron, but we mostly every day have the windows open. Don't look strong, but have good health.

118. Margaret McFarlane, age 15.—Iron caps all day. It is not hard work, but very hot. Was at it last summer.

119. Ann Walker, age 14.—Finish caps, which is needlework, and have to iron the seams. An hour is the most that ever I ironed in a day. It is very warm work. Have not stayed at work later than 8. On Saturday we leave at 4, and do not take anything to eat between then and when we come in the morning, viz. 2. Got 7s. 2d. a fortnight. Am no very good reader, and cannot write.

MESSES. R. and J. DICK'S, GUTTA PERCHA BOOT AND SHOE WORKS, GREENHEAD.

120. In this large manufactory, employing nearly 1,300 persons, steam power is used for reducing the hard blocks of gutta percha by crushing, rolling, and passing through rollers, to a pulp and from that to a thick paste, in which form it is used for making into soles by moulding. Men alone are engaged in this preparation of the material, but boys work as helpers to men in applying it. The remainder of the work is that of ordinary shoe-making. The females are engaged with sewing machines or the use of the needle in preparation for the sewing machines, putting in eyelets, &c. Their general appearance was decidedly favourable, and the place seems well conducted in every way.

121. Mr. J. M. Davidson, manager.—This is the only manufactory of this kind of much importance in the three kingdoms. We continue a regular routine of business from year's end to year's end, and in the many years which I have been here, there has been only one period in which I have seen the work carried on as much as an hour beyond the proper time. It is seldom that it is for as much as half an hour. The males work from 6 till 6½, with two hours for meals, and the females from 6 till 7 with one hour, and both have a half day on Saturday. They have separate entrances, and their times are arranged so as to give them no chance of mixing. The females have a cooking house, where those who live far away can eat if they prefer it to the work-rooms, and eat it in preparation for the males. The females are of a superior class, and none are taken unless they are highly recommended. I should think that there is not one of them who cannot read and write. As a proof of the good feeling of the men, I may mention that they held a meeting and gave 2½ per cent. of their earnings for six weeks to the cotton operatives of Lancashire and Leicestershire in the late distress, and gave 30l. to a man who lost his arm in the machinery here. The work is probably about the best paid in the town. The females average 7s. or 8s. a week, and there are very few boys in the works who get under 4s., while most get 6s., and from that up to 10s. In the lasting and moulding departments they work under and are paid by men, but the fore-

men see that there is no abuse. In the retail shoe shops in the town, a girl or two are sometimes employed to work sewing-machines.

122. Christina Blair, adult.—Machinist. There are, I believe 187 sewing-machines in this room, all worked by women and girls. Have been 6 years in the factory, and never had any over-time.

123. Margaret Orr, age 16.—Machinist. Rolled down seams before. Have 3½ years. Work from 8½ to 7; dinner from 1½ to 2½.

Can read, write, and can sew only a little. Liked to come to work better than school, but go on Sabbath.

124. John Service, age 14.—Am beginning to cut out leather. Get 4s. 6d. a week: (Hours as stated above for men.) Have 4½ years.

At school till here. Can read and write and do accounts, but not much.

125. Thomas Houston, foreman of cutters.—No boy is taken as a cutter unless he has been at school and can read, write, and do figures, because otherwise he cannot succeed in his work. After being here they can generally get engagements as cutters in common shops. They begin earning 4s. 6d. a week here and rise to about 28s. These two youths there, each about 16, got 16s. each.

[In the last and the moulding departments nothing transpired different from what has been already stated.]

Wearing
Apparel.
Glasgow.

Mr. J. R. White.

b.

124. I visited a small manufactory of the same kind as the above, employing males and females from 11 years of age upwards. The work is from 6 a.m. till 7 p.m. for males, and from 7 a.m. till 7 p.m. for females, with two hours for meals, and work till 1 only on Saturday. The hours are never exceeded; "It takes the spirit out of them and they can't work," said the master. Part of the boys' work consists in blowing a large blowpipe. A boy of 11 had never been at school, one of 12 could "read a wee," a girl of 15 could write ones, but was "beginning to forget it."

h.

Dundee.

DUNDEE.

127. Being in Dundee on a Saturday, and wishing to judge for myself of the extent to which the millinery, &c. shops were open on that night, which appears in Scotland generally to be late, I walked between 11½ p.m. and 12 through the street in which are the principal shops of the kind, as well as through other streets. In the principal street, as well as those in the poorer parts of the town, I saw many such shops still unclosed, though in the better kind with only the door open, and customers in them. Young females, either customers or message girls, were coming away with their light parcels, such as bonnets, &c. are carried in; and from one the workmen came out just after 12. I had seen them at work in passing only a short time before; the work-rooms being, as in so many cases in this town, a cellar, and therefore not needing to be closed like rooms above ground; and lights were seen in other cellars. In the poorer streets, shops of many kinds, butchers, &c., were also open. The practice of working in cellar-rooms is a marked and objectionable feature in Dundee. A parent informed me that he had been prevented from sending his daughter to a house that he wished in consequence of the supposed unwholesomeness of these rooms. Drains, damp, and the work by gaslight have been much complained of to me.

MR. JAMES SCUTAR'S, MILLINER.

128. The work-room is a gloomy front cellar, in a poorer part of the town, just opposite the very large factory of the Messrs. Baxter. The factory workers in the neighbourhood are the chief customers. It is reached by a door from a back half-cellar, hot and steaming from the work done there by the master and two men, viz., washing and re-shaping bonnets. There is also a top-door into it through the floor of the shop, where I was somewhat surprised by the sudden appearance of a girl's head and shoulders before my feet. It is proper, however to state that this work-room is only temporary. The future work-room, though on the same level, is only a half-cellar, i.e., the ground at the back being much lower than the street.

129. Mr. James Scutar.—This is a most unpleasant business to carry on, owing to its irregularity and the difficulty of getting the work done. I would gladly let the girls away sooner if I could, but in a district in the outskirts like this, nearly all my customers are employed in the factories, and do not come in till after their day's work. I employ about 10 persons. The work-room was what is now the back of the shop, but I had to take that in to enlarge the shop, and was obliged to use the cellar for work. At the next term, which is very soon, I shall have possession of another room at the back, and shall use that instead.

130. Sarah Lindsay.—Have been a paid worker here for four or five years, being 14 when I came, and having learned for 12 months elsewhere before. When I came I got 3s. a week, and now get 10s. Our proper hours are from 9 till 8, but in the busiest part of the summer season we are seldom away before 12 p.m. on Saturdays; nearly the same on Fridays; and Thursdays leave at about 11 p.m.; but usually at 9 the other three nights. Some live a quarter

of an hour or 20 minutes away from here. The summer season altogether lasts from March till July or August, and the winter from October to December, but this is scarcely so busy. Some nights we are very tired, you know—especially on Saturdays. In the busy time I am not often at church in the forenoon. I usually get up at about 12 on Sunday days. I have been pretty healthy as yet myself, but some of the rest of them complain of pain round the back from sitting; but I feel gladly when I tie up on nights that we are late, and have not been so well since we have worked down stairs, i.e., two or three weeks. It's awful close and hot, particularly at night. It is hot not only from the gas, but from the steam from making up the bonnets in the next room. We could go out for meals twice, viz., three-quarters of an hour at 1 and three-quarters of an hour at 5, but we like better to have an hour and a half when we do go, which is at 3. When we stay late at night we do not eat or sleep work again before leaving. Of course we feel it; but it's custom, and we get into it. I am not so well at the busy time as at others. We get sometimes a fortnight's holiday in summer.

MRS. JAMES FARQUHARSON'S JUVENILE CLOTHING ESTABLISHMENT, SEAGATE.

131. But few persons, about half-a-dozen, are employed here, and the hours appear moderate and regular, and the work-room is above ground and good. The statements below relate to other millinery, &c. houses.

132. Mrs. Agnes Smith.—Last spring and last winter seasons I worked at ———, a draper, in this part of the town. The work was millinery, mantles, and shirts, all done in the same work-rooms, and the same person doing one or the other, just according to the season or as she was wanted. I was a milliner in summer and a mantle-maker in winter, and also had to make shirts. There were about 15 of us altogether, including improvers and learners, the youngest about 13 years of age, and most of us somewhere about 18, more or less.

Our hour for going to work was 9, but there was no time fixed for leaving. In the busiest time, which was about three months, viz., the paid workers, very seldom left before 10 p.m. any night, or on Fridays and Saturdays before 11 and 12; indeed, on Saturdays never before 11, but many times at 12, and

even after. There was sometimes nearly as late, particularly for millinery work. One Saturday night we stayed till 12-30 p.m.; that was our latest. The learners and improvers generally left at about 8, but sometimes if there was work, and they liked to do it, they stayed till 9 and 10 p.m., and I have known 8 till 11, but not later. We always went out an hour and a half for dinner, but had no rest or refreshment afterwards, even when working late. We were very tired, but were obliged to work on. There were plenty of us who looked forward to the Sabbath more for rest of the body than contentment of the mind or for anything else. I often was in bed till 11 in the morning, and sometimes was obliged to stay in all the Sabbath, but I liked to go to afternoon church when I could.

The work-rooms was a low, dark cellar with a steep

floor, but with a board to rest our feet on. A tall girl's hand would nearly touch the ceiling if she stood up. It must have been damp, and I have seen some moisture on the walls, but not much, and we had a fire. We also had to have the gaslights burning all day, from morning till night, from the beginning of October, when I returned there, till January, when I left, except sometimes on a clear day; and we were obliged to have it, too, all the day on dull days in summer. It was very unpleasant to the eyes. The room was very seldom cleaned, and not properly; in parts the plaster had fallen off, and the wall showed through.

When I went to this place I was very strong and in good health, and had always had a good constitution, but there I was not at all well. No one could be if so shut up. I dare say that I took to it worse from having been brought up in the country, and having had regular hours, viz., from 9 till 7, and never later than 10 in the busiest time, at Forster and Montrose, where I had worked before. I could not take my meals well, and was very much annoyed with pain in my side, which the doctor said came from sitting too much in one position and the long hours. He told me that I must have exercise. The young lady in charge was very kind to me, and let me go away when not well. There was scarcely one but what complained either of headaches or pain in the chest. The head-mistress-maker had many a time to go away and be in bed, sometimes a whole day, owing to her headaches and being over-worked, and some had to leave entirely. One who had learned there, and who had been very beautiful before, died of decline, and her friends blamed the damp place. Though she

had left ill, I saw her there looking very poorly; she seemed about 18 or 19. When I came out late at night I could not look or rest my eyes on anything for a time, and many a time I have felt giddy then. When I came to my present place my mistress was always noticing my eyes, saying how bad they looked, which was perhaps from the constant gas and long work, but they are better now.

133. *Mrs. J. Forquerston*.—When Miss Smith came I used to notice how bad her eyes looked, and I have noticed just the same in a young person who came from another under-ground work-room. I think that many must lose their health from the damp of such rooms.

134. *Miss Menzies, saleswoman*.—It is a rule here for millinery shops to be open till from 10 to 12 on Saturday nights in the busy season. Though I have not myself been engaged in these work-rooms, I am well acquainted with several girls who have, and I see them here. They all complain very much of their long hours and going home through the streets so late at night, and say that the work is perfect slavery. Numbers of them suffer much in health, and often have to stay away from work for days. The late hours and badly aired work-rooms, which are often in cellars, and damp, affect the stomach, and through that the whole system, causing headaches and other complaints. Within about a year I have known two young persons of 18 or 19, and one of about 25, die of decline. They worked in two of these cellar work-rooms, and with two of them their illness began with bad colds from sitting in them and in damp clothes.

MR. THOS. COCKBURN'S, MILLINER, REFORM STREET.

135. *Mr. Thos. Cockburn*.—I employ several young females, nine as workers and three in the shop; none ever younger than 13 or 14, and most under about 24. They come when the shop opens, viz., at 9 a.m., and leave usually when it shuts, viz., at 8 p.m. for the four summer months, and at 7 p.m. for the remaining eight. On Saturday nights, however, it never shuts before 10 p.m., and in the busy months they seldom before 12 then; they have not been for the last four Saturdays (April). They have 1½ hours for meals, for which they leave at one or two times, as they please; but when they stay late, they divide the time, as they could not sit so long. After 12, however, as a rule, so strict is done, as we are very particular to observe the Sabbath; and none, I think, would work on that, and I would not for the world ask them. But this is perhaps the only thing that stops us; for often even at that hour, 12 p.m., there are a row of people waiting for bonnets, &c. I have tried to get the hands to come and leave earlier; but they prefer coming late. I believe that the hours are much the same in all the shops near. My business is with a medium class of customers, but the more genteel are as better as to hours.

Nearly all the work-rooms in this, which is the principal street for this kind of business, are below ground, as mine is. I should very much like to have a better work-place, but it is difficult to get, and rents are so high in this part. In winter they want gas here

nearly all day, and have a fire all the year, unless sometimes in summer they ask to have it let out. It carries off the air and keeps away the damp; though it is only in the back cellar that it is very damp. On that side is a gateway, higher than the level of the street in front, and I therefore cannot put any open space behind, though I have got leave to sink a very small shaft just outside to let a current of air into the cellar. The burying-ground was closed a few years back, I believe, in consequence of complaints of a bad smell in these houses. For two months last summer we were greatly annoyed by a very bad smell, even upstairs in the top flat, and there was a great discussion in the public papers about the drainage in this street, which is said to be too flat, which lets sewerage accumulate. One drain ran under a corner of my back cellar into a neighbour's premises, and it was only after many applications that I got it taken up. The smell was dreadful in the next cellar, but that was not in use. The smell cannot have been from the gas. We noticed it most when the tide was up. The drains were all cleared out, and we have not yet been annoyed since.

136. *Miss Skerpe*.—In the month that I have been here (April) I have stayed till 12 p.m. each Saturday, and till 11 a few other nights. Towards the end of the week it is generally 9 or 10 p.m. At another house here my hours were not quite so late, but the girls, who were many, all worked in a cellar.

MRS. DAVIDSON'S, MILLINER, &c., REFORM STREET.

137. *Mrs. Davidson*.—For three or four months now we are late at the end of the week; on Saturdays till nearly 12, but not so late on Friday, and other nights regular. The hours for the scholars, of whom I sometimes have as many as eight, are from 9 till 8 in summer, and from 10 till 7 in winter; and as long as they are scholars, usually a year, they do not work late. All the workers go away an hour and a half for dinner, and often take a little lunch in the place. If they stay late at night, I generally send in something, such as biscuits.

A great deal of money has been laid out in improving the work-room, which is below ground.

That small space just in front of the window has been opened to admit more daylight, and the well boarded round behind the girls' backs, not on account of damp, but for comfort.

[A girl in the work-room had stated to me her impression that the boarding was put up as a protection against the damp.]

138. *Miss Smith, head milliner*.—The scholars sometimes stay beyond their time if they choose, but are not required to do so. They very seldom stay after 9, even on a Saturday night. The youngest

Wearing
Apparel
Dressed
Mr. J. E. White
b.

Witness
Appeared.
Dundee.

now is just under 13. Last Saturday we left off work at ten or five minutes to 12, but never work after 12. For about three months, on the busy nights, from about 10½ till 11½ p.m. is our usual time. We have a fire summer and winter. It is useful for part of the

work, and also for warmth, unless the weather is very warm.

We have holidays on the Queen's birthday, the two fast-days, a day after the fair; and sometimes a half-holiday when we are not busy.

Mr. J. H. White.

MR. LORIMER'S, STRAW HAT MAKER, REFORM STREET.

130. *Mr. Lorimer*.—The number of young females that I employ varies from six to 12 or 15. The saleswomen take no part in any of the work but millinery. The hours are from a quarter to 9 a.m. till 8 p.m., with an hour and a half off for dinner and tea in one. On Saturday nights the workers are often kept till 11, and in the five or six busiest weeks it may be towards 12. I have seen it 12, but in winter it is not so late. To-night (Wednesday, 8.20 p.m.) the shop ought to have shut at 8, but we cannot do it, and it will be 9 probably before they are away. Sometimes they take work home, which can be done in such work as making straw again for new hats, &c.; but

regular millinery work could not well be taken home without injuring it. If all wages were paid earlier in the week it would help to diminish our late work at the end. People cannot buy their bonnets till they have got their money, and after this they leave them to be trimmed.

140. *Henrietta Nicholl*, age 13.—Last year I was a message girl here, and then have been sent out from the shop with a message at least at 11 p.m., and not home before 12. Have been a worker only a month, and have not stayed past 10 p.m.

[This also is a collar work-room.]

MISS BROWN'S, MILLINERS, REFORM STREET.

141. *Miss Brown*.—We take seven or eight scholars or improvers of from 14 or 15 upwards, and one paid hand. They come at about 9½ or towards 10 a.m., but there is no particular time to leave off, but it is 8, or 9, or 10, according to we are more or less busy,

and sometimes on Saturday nights 11, or even after, but never so late as we work ourselves, which on Saturday nights in the busy time is usually 12.

[The work-room is above ground.]

142. At the establishment of Messrs. Watson and Henderson, drapers, &c., High Street, a house of high standing, articles of ladies' and children's dress are made in comfortable upstairs rooms, with moderate hours of work.

MESSES KEATING AND CO.'S, CLOTHIERS, HIGH STREET.

143. The work is ordinary tailor's work, but in one room nearly all employed are females. The men's room, in which is a quite young boy as apprentice, is a low attic, crowded, and so hot from the stove and irons in use, that a hot, close air rushes out through the open hatch into a small room, in which two young women stitch parts of the work for men with sewing machines. I was informed by the person who conducted me over the premises, that often after staying in the men's room for some few minutes, he could feel his skin moist from the heat for a considerable time.

144. *John McCulloch*, foreman.—In one room 17 females from 14 years of age upwards and three boys sew with the needle or machine, iron, &c. They work from 8½ till 8, with an hour for dinner, some taking tea also, and scarcely ever stay till 9. Some who are on piece-work do not go away for dinner, but those on week's wages do. The boy in the men's room works with them from 6 a.m. till 8 p.m., which are their proper hours. This was the first tailor's shop in the town to employ females, and began it about

4½ years ago. Another has about the same number, and others have just a few. Several of the bootmakers also now employ females.

145. *Margaret Bastley*.—Another young woman and I work sewing machines in this room (opening to the men's). From 8 till 8 is our time, but we often-times work till 11 and 12 p.m., but we are not asked to do it unless we like, and we are paid extra. We two lodge in the house. The girls in the large room never stay much after their time.

PERTH.

MR. J. JAMIESON'S, MEN'S CLOTHIER AND OUTFITTER, AINSIE STREET.

146. In this building, formerly a theatre, every provision has been made to secure the health and comfort of the workers, who are almost exclusively females. About 100 of them work together in a large, clean, well ventilated, and well-lighted room, open to the roof, most of them sitting in rows on the floor, or on low stools, doing common tailor's work with the needle, pressing with irons, &c.; others working sewing machines, and some of the youngest being employed merely in running with pieces of garments from one worker to another. The heat so much complained of in tailor's working rooms, arising from the stoves and irons used for pressing, is avoided by entirely cutting off the stove-room, where one person alone attends to heating the irons, and by arranging the pressers in a row at one end of the large room. The air was perfectly cool and pleasant. Beneath is another room of the same size, which was intended for shirt makers, but is not yet used for that purpose. The statement of Mr. Jamieson is of interest in several ways; in particular with regard to the probability of common tailoring becoming a large female employment.

147. *Mr. John Jamieson*.—For six or seven years I have carried on my business by means, almost exclusively, of female labour, and had done so partially for four or five years before. I was the first in this town to employ females in any number worth mentioning on such work, and had begun it before I had any sewing machines. The advantages of employing them instead of men are so great in so many ways, that I have no doubt but that in a few years the trade will be entirely in their hands. Already there are fewer men employed here, and far fewer apprentices being brought up to the trade. At first I had

great difficulties, and could not have succeeded without great effort and determination. The idea was only laughed at till it was found to succeed, and then the men, thinking it serious, struck, and I gave up most altogether, employing only four or five as cutters. As I have retail shops in this and other towns, other masters, especially in Dundee, have been obliged to follow in employing females, or they would lose a great amount of business. Two tailors in this town now employ several females; others, I believe, have one or two working at machines with the men, and others give out work. There was great difficulty

Perth.

at first in getting the females taught, men objecting to do this. Several of these, also, whom I had taught were drawn away by other masters offering more. The small country tailors in the neighbourhood are being knocked up, as much of their work, e.g., coarse clothes, such as mackin, &c., for working men, is now passing to these town establishments, because it can be done in them more cheaply and better. I also make woollen shirts, mechanics' jackets, and sometimes caps; in fact, every kind of grocer men's clothing. The floor below I intended to use for shirt making, but the dearth of cotton has prevented this at present.

One great advantage of employing females is, that they are so much more under control, and will work so much more regularly. The men would insist on doing their week's work in the last four days, not beginning regularly till Wednesday. This, however, has been very much the fault of masters not having work cut out, say on Saturday, and ready for the men to begin at once on Monday, and thus the men learn the habit. Men, too, are given to stulties and complaints, not merely for wages, but on grounds of other supposed rights or dignities. Again, females have so much finer a touch, and do the work so much more neatly, that the advantage of employing them would be even greater in a high class of tailoring business than it is in the common work which I chiefly do. In rough work strength is more important, and it is chiefly owing to the help of the sewing machine that females are now enabled to do such work properly.

They now work only 10 hours a day, viz., from 8 till 7, with a dinner hour, during which they are not allowed to work and, as a rule, go home, and only till 2 on Saturday; but I am sure that they do as much as when they wrought 12 hours, as they used to do. Before the 12 hours were out, I felt that we were getting listless and fagged. As for the half holiday on Saturday, which I gave five or six years ago, when there was a movement of the kind amongst the men in the town, because I thought that the business would afford it, I would not now give it up on any account. I look forward to it myself as much as any people do. I find no more difficulty in getting through the work on Saturday by 2 o'clock than I did formerly in finishing by 12 at night, to which time the men used to work. There is nearly always full work; and, indeed, the only broken time that there has been for nine years was caused last year by the scarcity of cotton; but it is only a few of the finishers that work overtime, and then only for half an hour, or an hour at the outside, and that very seldom. I made a rule to pay double for overtime work, partly as a motive to myself not to have any unless absolutely necessary, or if it were so, as a means of obtaining it more easily from the workers; but, in effect, overtime here has almost entirely disappeared. There is some difficulty, of course, at times, in getting through the work, as orders come very much in seasons, but at these times I confine the hands chiefly to the orders, and employ them in the slackest time in making stock for shops. The larger number, too, of females that can be employed, and the division of labour amongst them, well carried out, allows of the work being got through so much more quickly. On the whole it answers better not to have overtime at all. Females of a better class prefer coming here and getting steady work to getting higher but less regular wages elsewhere. Several

come who have been to milliners and dressmakers, and I prefer them after they have learned a little sewing in this way.

There is a great improvement in the health and appearance of the girls, and their cheeks are ruddier, since they have worked in these premises, now three years. In their old work-place the rooms were low and crowded, and hot from the stove and fires, and could only be ventilated by opening the windows, and if it was at all cold this was objected to by those who sat near the windows, so many most. But what was one of the greatest objections, and which made me most anxious to get another work-place, was the want of proper conveniences in the way of waterclosets, which I have provided here on each floor, not opening into the rooms. At the old place it was a very common thing for the girls to complain of turning sick, or not being able to sit any longer, and saying that they must go, as they did for the day or a few hours. Since they have been here there have been none of these short illnesses, and I am inclined to think that they had more to do with the want of proper accommodation referred to. The place was, no doubt, unhealthy from want of space and fresh air, and also from the heat, as tailors' work-places, which are often sties, generally are; but the effects appeared more in a general depression of health than in actual illness. After sitting in the room three hours they would become languid. I used to find it myself as much as any, as I was in the room superintending. The heat from the stove and fires were very disagreeable, and we felt it very much, especially in the summer time, and we find immense advantage in quite shutting off the stove from the work-room. It would take too much labour in carrying backwards and forwards to use the fires in a room separate from the work-room. The room is swept twice a day, and washed once a week, and the varnished panelling is also cleaned. It is said that the depression arising from working in unhealthy places induces people to resort to drinking. Certainly a woman who was much given to this has now become quite sober, though this may perhaps be owing in a great measure to my looking after them so well, as I always do, in this respect.

I do not take girls under 13, but the number at about that age who come to seek for work is wonderful. While they only carry articles and messages, at which work they begin, and while they are learning to sew or to use the machine, they get 2s. a week, and from this wages gradually rise up to 8s. The greater number get 5s. or 6s. Several of the workers have to keep their own books of their work, and most to read the written directions given for making up the cloth, but I have no like means of judging of the attainments of the younger girls.

I am strongly impressed with the good behaviour and feeling of the women and girls in my employment; indeed, they are such as to make the practical management of the work, which I take myself, a wonderful pleasure to me; very different from what was the case before I employed females only. I have never had an instance of dishonesty or discontent amongst them. If I had occasion at any time to push on work a little, I should have nothing to do but just to go into the room and ask them to work a little sharper to oblige me, and this would have more effect than if I were to offer them higher pay.

DUBLIN.

MADAME METEY'S MILLINERY AND DRESS-MAKING WAREHOUSES, DAWSON STREET.

148. Mrs. Cummings, head English dressmaker.—There are now about 20 dressmakers and 12 milliners here; in a full time there are about 30 of the former and 16 or 17 of the latter. There is no difficulty in finding hands when wanted; they are very plenty. The dressmakers get on an average from 5s. to 8s. a week. Only the head French milliner and head

French dressmaker and the young ladies who attend on the customers live in the house. The hours are from 9 till 7, and when the dressmakers go away for dinner at all, they take so busy. If, however, they see that there is much to do, they often bring something with them, and eat it in a separate room, while some never leave the room at all, but eat a bit

Wearing
Apparel
Perk.

Mr. J. E. White.

b.

Dolls.

Wearing
Apparel.

Dublin.

Mr. J. E. White.

beside them. Nor do all go at once, so that there is always some one in the work-room. All the dress-makers work in the same room, and it gets very close, especially when the gas is lighted, and many times it causes headaches.

In the busy times, i.e., for three months about twice a year, we run to about 9 p.m., but do not often pass that, though it is sometimes 10½ or 11, but that is the outside. The business has lately changed hands, but I have been here 14 or 15 years. During that period we have been up all night two or three times only, and that on great emergencies. One time there were about 40 or 50 persons at work, and all but the apprentices stayed up, some going home at about 6 a.m. and others going on with work. A girl would usually be out of her three years' apprenticeship at about 17. Some have begun at 12, but if they were supposed to be younger than that, they would be objected to. Except on these occasions we have never worked after 12. When the hands stay late tea is prepared for them.

148. *Miss Costello, assistant.*—When I served my time as dressmaker here the hours were from 9 till 5, or, if we did not go to dinner, till 8. Generally, however, I stayed till 9½, and sometimes till 10, but not later as an apprentice, nor did any of the other apprentices. As a worker, I have often stayed till 12 p.m. some nights together; three or four one week, and two or three another, and so on for a few weeks; but I only remember being up all night once, and then had a holiday next day. Altogether I have been here 14 years. For the last two or three years we have had shorter hours, because a young lady, who came to manage the business under the late principal, thought that it would be a good thing to leave earlier.

The work-room is very close. There are two windows that open, but small and near together at

one end, and they are not opened much, because some sit near them and are afraid of catching cold. I have to have a window open, and would sooner be perished with cold than not have air enough. We cannot all be pleased, but I have strong health myself and do not suffer from it, though some do.

[There are two trap doors in the ceiling, but said not to communicate with the outer air.]

150. *Miss Foley, age 12.*—Am one of five out-door apprentices; here nearly a year. We come at 9 and never stay after 7, and usually go to dinner from 2 to 3.

151. *Miss Corbett, in the show-room.*—I have been engaged in the show-room in two other houses in Dublin, besides serving my time as milliner in a shop. In all the hours were about the same as here. In a show-room, though your day is supposed to be finished early, if you have been much engaged in the day, you are sometimes obliged to be up late putting up things and arranging work for the work-rooms, &c. I have sometimes been up so till 11 p.m. myself, but never later, though in busy times work-rooms will sometimes be going on till 2 a.m., but it would be a very rare and extreme case for any to be later than that.

152. *Mr. Walshe, in the counting house.*—For the last five or six years it has been becoming very general in Dublin for milliners and dressmakers to be employed in general drapers' and mercers' houses. It is the general rule, in fact almost without an exception, for the workers not to live on the premises, with the exception of the head assistants, and sometimes some of those in the show-rooms. The general hours are from 9 till 7. There is a general inclination towards closing shops earlier.

153. I visited another house of just the same fashionable class of business as the above, and though employing rather fewer persons, found the system almost precisely the same as at the house just described, but work appeared not to be carried beyond 11 p.m., though sometimes till then.

—, DRESSMAKER, GRAFTON STREET.

154. Part of the paved yard at the back of the house, close under the staircase window, is covered with a large peel of dark stagnant water coming from adjoining premises. The street is said to be one of the best streets in Dublin for business, and contains several of the principal mercers', milliners', &c. establishments.

155. *Mrs. ———.*—The house is very unhealthy. The pool of black water in the yard is the wellings from a photographer's rooms in the next house. It has been there for months, I mean literally months; and though I have applied to the landlord, and he, I believe, to the houses on each side, we can get nothing done without laying out our own money, which we cannot afford. There are, I believe, two pipes and the drains of both stopped. There seems to be no one in the town to see to such things. I have not applied to a sanitary inspector. It would be of no use now, as we are just going to move. My daughter is quite unfit to work in the shop, and so am I, but we must do it.

MRS. RIDGWAY'S, MILLINER AND DRESSMAKER, MOLESWORTH STREET.

157. *Mrs. Ridgway.*—Out of upwards of 30, whom I employ, only about six, including sometimes an apprentice or two, live in the house. They work from 9 till 7 without going to dinner, which they like better than till 8 with it.

158. *Miss Mayer, in-door dressmaker.*—In my 10 years here I have never been up at work later than 11 or 11½ p.m., and that but seldom; but of late years 10

is the latest that we ever work. We get about half an hour for a meal in the middle of the day, sometimes more, sometimes less. I do not get out in the week except in summer time, though I might in an evening. I cannot say that it suited my health when I first came, or that it does now. The sitting is bad, and affects me and some of the others too, but my chest is naturally weak. Black work is bad for our eyes.

159. I visited the houses of three other private milliners and dressmakers, but found little variety in system or hours from that just described. In one of them, employing from 25 to 30 persons, none live in.

MESSRS. FORREST AND SONS, SILK MERCHANTS, &c., GRAFTON STREET.

160. *Miss Costello, head of the millinery department.*—I have been many years in this house, and served my time here. About 15 milliners are em-

ployed here now, all living in the house; I should say all but two or three under 18, none over 30. Girls come at about 15 as apprentices for three years

at a premium of 50*l*. Their hours are from 9, or often towards 10, till 6. In many times they may work later, perhaps till 8, but very rarely indeed in this house till 9. There are always enough employed to do what is wanted in proper time, a few out-door hands being engaged at times. Everything depends on having system and keeping a sufficient staff of hands. This house is, I should say, exceptionally good, both as to home and comfort, and in every way. Many come from England to it in consequence, and this morning I have had letters from two persons there, speaking of the happiness which they had here, and scarcely one has left but has said the same. One of the two writers complains that in Lancashire she has to be in the work-room from 8½ a.m. till 7½.

Late hours have gone down very much of late in Dublin, and it is a great mercy, as people were injuring themselves before. For about the last two years shops, such as this, have closed at 6 instead of 7.

161. *Miss McGarry*, head of the dress-making department.—I have been in this house nine years.

Messrs. Todd, Burnes, and Co's, Silk Mercers, Drapers, and General Upholsterers, MARY STREET.

162. *Mr. Williamson*, one of the two acting partners.—Our business is very general, probably the most so in Dublin, though there are about half a dozen large houses of much the same class. Nowly 50 females, but none of them apprentices, or under about 16 or 17 years of age, are employed on the premises in several branches of work. Some are milliners, including in these, because the work is done by just the same class of persons, some who sell goods, and cut out the materials for children's clothing, &c.; others work at tailoring, in which they are engaged at sewing machines, or in preparing the materials for them; others at upholstery. A great number are employed off the premises in making up materials cut out and prepared here for children's clothing, mantles, &c., and in shirt making; so many probably as are employed on the premises. We do no dress-making, and I think that the large houses generally do none.

Some of the milliners (as above defined), but no other persons in the work-rooms, and also some of the shop young ladies, live in the house, and form part of a number of nearly 200 persons engaged in the establishment, exclusive of servants, who do the same, each having a separate lodg. The young ladies have a sitting and a dining-room, both separate, and can take books from the library, but not sit in it, as is done also a reading and news room for the young men.

The milliners' hours are the same as in every department of the establishment, viz., 9 till 6, with half an hour for dinner for those who take it here, and an hour for those who live out and go home to it. Dinner begins at 1½, and is not over till 5, the different sets taking each half an hour in succession, so that they must be punctual and go when their bell rings. We have nothing like the system of hours in some of the London West-end houses. If we take a large order, which

Only one of the dressmakers under me now lives in the house, though we sometimes have some apprentices in-house, and generally four or five out. Apprentices come from about 14 upwards, and usually serve three years. In a dull time about 12 persons are employed; in a busy, 20 or 30; but not all working here. The day workers are seldom under 18, sometimes perhaps 17 or 16. They are paid by the week, some getting 5*l*. or 10*l*., most perhaps 6*l*. The persons taken on as extra hands are usually the same each year, as they like to come back. The hours are from 9 till 7, but if we are very busy, I am obliged to keep some later, but not ever later than 10, and for this they are paid extra, and have tea provided for them. This is only a few nights in the season, or now and then, for drawing-rooms, &c. They might go away for dinner, but do not like, and usually take some lunch here. The apprentices do the same, but they only work from 10 till 6, and never stay later. The regular hours are secured simply by employing enough hands.

must be done in an incredibly short space of time, we do it by putting on more hands to whatever work is needed, instead of making overwork. We have no difficulty in getting them. Every day from 9 till 10, we receive applications, and have a great number of them. We set our faces against overtime, and it is expensive in several ways. There is the additional superintendence and the burning of more gas, and also, if any stay at all late, we find them some extra refreshment. But this very seldom happens. For the last 18 months I think that no single person in our establishment has worked a minute overtime: there has been no occasion. It sometimes happens that if there is a run upon the millinery stock one day, the hands may have to work an hour later, not more, to make it up for next day, but as we have two departments of millinery, viz., making for stock and for order, and both are very seldom busy at once, one can generally help the other. We always despatch the last goods at 6 p.m.

Generally speaking, of all the other large houses here, as far as I am acquainted with them, the conveniences are good, and the rooms spacious, and their hours also much the same, except that they begin, I believe, at 8 a.m. At various times the hours have been rather clipped by the early closing movement. We considered whether we could not dispense with the hour from 8 to 9 a.m., and have lost nothing by it, and it gives the people an opportunity of getting out in the morning, and in summer of going down to bath. There was a little inconvenience at first from the habits of some old customers, but they soon fell into the change. In fact, this is the case with early hours generally. Where a house adopts a regular system it soon brings customers to regularity, and they find that they must give longer notice.

Mrs. CORRETT'S, NEEDLEWOMAN, GREAT SHIP STREET.

163. In this room a boy lay in his bed, in which he had been confined for six years, moaning with pain, and, as I was told by his mother, dying. No girls or women were employed in it at the time of my visit, but they are at times, i.e., probably whenever the mistress has enough work out; and from the whole account it seems that girls and women must have worked in what has been a permanent sick room.

164. *Mrs. Corbett*.—I take in shirts and make them here. I worked 20 years for a large clothing establishment lately closed, and then did both shirt and tailoring work in the same way. I sometimes employ three or four women and girls here, and have had them as young as 13, but generally older. They come about 9 a.m., sometimes a bit earlier, and usually stay till 7 p.m., going away at dinner-time. When I have been full of work some have stayed here till 8, 10, and 12 p.m., but never past 12. I may sit all night myself at times if I like, but that is no affair of any one else's.

A shirt maker used to be able to earn 1*l*. a day, but now 2*l*. 8*l*. a week is as much as a woman can get at common work. It takes four hours and a half to make a shirt of the common kind, of cotton or jean, such as working-men men wear, so that she can only make about two a day, or a dozen a week, and the price paid for the work on these is just 2*l*. 3*l*. a dozen. Out of this she has to pay for the thread used, which costs 7*l*. for two dozen shirts, or 3*l*. 4*l*. for one dozen, leaving rather less than 3*l*. 3*l*. for each shirt. Flannel shirts are better, perhaps 4*l*. a dozen, and regatta or coloured shirts 5*l*. 6*l*. a dozen.

Witness
Appointed
Dublin.

Mr. J. E. White.

b.

Wearing
Apron.
—
Doblin.

My child there has been confined to his bed for six years, with a spine disease, causing the loss of the use of his limbs. Now the droopy has got to his chest and up into his head, and his eyes are closed up. He

has been moaning like that since yesterday and all through the night and to-day. The doctor said that he could not live.

Mr. J. E. White.

Mrs. Smith's, NEEDLEWOMAN, STEPHEN STREET.

165. Some of the family sleep in the room in which several females work. In one of the two beds was a grown-up daughter, suffering from bronchitis, coughing and looking very ill. The work-tables at which the workers sit seem to show the room to be a regularly established work-place.

166. Mrs. Smith.—Employ females at shirtmaking. Girls are not put down to it here till about 14 perhaps. Have sometimes a dozen workers or more in here, enough to fill these tables. They work by the piece, and come as they please, but not earlier than 9 a.m., and do not stay later than 10 p.m. Would not have them after that, as I want the room, but they take work home. Have one other room, my kitchen, besides this one. My family consists of myself, my

son, two grown-up daughters, and a grandchild. My daughter there has been ill a few days.

167. Catherine Kean.—Don't know what age I am. Indeed, I'm over 20 and suppose under 24. Have worked here eight years. Come and go at different hours, but never stay here after 10 p.m. Go home to dinner. Sometimes work at home too. The longest day I have made is from 4 a.m. till 10 p.m., but have very seldom worked so long as that.

168. Mrs. Taylor, needlewoman, Little Ship Street.—Employ about 10 women, and sometimes a girl or two in my room here at shirtmaking. They come from about 8 till 8, and take tea twice in the day here, i.e., dinner and tea, about an hour for the two. Sometimes when there's a hurry they stay up all night. If they did not they would lose the work. This happens perhaps about once a month, and then

they leave early the next morning. Some lie down anywhere and take a nap: there is a sofa, but no bed. We make every kind of shirt, but none on which the machine has been used. The hands are paid by the shirt, and most make about 3s., 4s., 5s., and so on, according to their skill and work; some 8s. or 9s. Most houses are on about the same scale as to hours, i.e., from 8 a.m. till about 8 or 10 p.m.

169. Mrs. Stephens, needlewoman, St. George's Street.—I employ a woman or two on shirts given out to me from a shop to make up, but they work at their own homes. The stitching, i.e., the work of the collars, wrists, and bosoms, is done by the machine before the shirts are given out to me; and this is the case at all the shops which have machines for the purpose, as all the large houses, with two or three exceptions, have now. The machine, however, does off only a small part of the work, makes less than half, as all the making up, button-holes, buttons, &c., remains to be done. But it has so sunk the rate of payment, that with the same amount of labour we can now earn only about half what we did before the machine was used for shirtmaking here, i.e., about 5s. 6d. a week instead of 7s. The price paid now for making good shirts, i.e., such as gentlemen wear, made of cotton, with linen fittings, is 5s. 6d. a dozen, or 8s. 6d. each. When no part was done by the machine, we used to get 14s. or 15s. a dozen for such shirts, e.g.,

three sold at 7s. the dozen, sometimes more, up to 18s. and 11s., but now there is never more than 4s. a dozen given for white shirts, however fine. I could make one fine shirt in a day of less than 12 hours entirely myself, i.e., the machine having done nothing, but with the stitching ready done by the machine I could not make two shirts in a day, unless they were of no inferior kind. Of course many shirts are paid lower, e.g., working men's are down to 2s. 2d. a dozen, and I have understood, in the case of one house, as low as 1s. 9d. or 1s. 4d. each. Again, for flannel shirts, such as gentlemen pay 12s. each for, we now get only 4s. or 5s. 6d. a dozen, though up to only 15 months ago we got as much as 10s. Of course different shirtmakers' earnings vary. Some working 12 hours a day can make perhaps 4s. a week, or more if they sit up all night; but others working a full week will not get more than 1s. 9d., I suppose because they are not clever.

170. Margaret Galey, age 17, Angler Street.—Am making shirts now at home. Till three months ago I was for four years in a large tailoring establishment here, which has now nearly closed. There were a great number of girls and women, mostly the former, varying, according to the work, from 50 to 200. The youngest girls at sewing were about 14 years old, but there were some younger, down to 11, 10, or 9, who did odd work, such as picking out threads, putting labels on to cloth, &c. Others were sewers, machine girls, doers, &c. We made soldiers' clothes of all kinds, coats, shirts, caps, boots, &c., as well as blue smocks for sailors, and other things. Men's boots, quite thick, were sewn by machines worked by girls, of course not the sides. Indeed, it's very tiring working at a sewing machine, but more so at some than others, as some are heavier. I began when I was about 14, and could only work about a couple of hours at a time at first. I used sometimes to have to stop holding at night to learn.

Our hours were from 8 till 6, or if we took a dinner hour, till 7. We were allowed to take tea there

for dinner. In winter we began at 9. If we were in a hurry, so as not to disappoint an order, we often stopped till 9 or 10 for two or three nights together, and have done so for a week, and sometimes brought work home. We stopped till 12 twice, and would have stopped all night, only some of the foreworkers would not, and it was no use for some to stay without the others. All stayed the same time. I have often made as much as 9s. or 10s. a week there, though it was usually less, depending on the kind of work. When girls work in houses they expect to work from 8 till 6, with a dinner hour, but as tea till they get home; but the time depends on the wages. If the pay is good they do not mind working longer, but if it is not they won't. We called this tailoring place a factory.

171. Mrs. Orley.—Take in shirt and tailoring work, but only my daughter (b. 170) works for me now. My little daughter, who died at 9 years old, could do linings and pockets beautifully. She began at 8 years old, working after coming from school.

172. James Dohy, Wine Tavern Street.—I have held situations in two large clothing establishments here for upwards of 25 years, and employed girls

from 12 years old up to young women on some of the work in my own house; at one time as many as nine of them, and my wife superintended the work. Just

lately, however, a great part of the work of these factories has gone elsewhere, and I have not been able to employ any. Their regular day's work was from 7 a.m. till 9 or 10 p.m., and if there was work which must be finished they stayed later. The busiest time was always in winter, and towards spring I have had them up all night, but then, generally, made them a cup of tea, or gave some refreshment about the middle of the night. They could go away for breakfast and dinner. An hour is what is generally allowed in Dublin for dinner, and my girls would not be allowed to stay away longer anyway; but we were not very particular as to the time, and some would just run and swallow their cup of tea and come back to work again. Girls are not like men—not so particular as to their hours. They live but poorly, unless their parents or some of the family are well off; for what can a girl do to keep a bit of anything decent on her back on 2s. or 4s., or even 6s. a week. They mostly go upon a cup of tea or potatoes and milk, or perhaps a bit of bacon now and then. They used to work on the floor, &c., just

sit round the room in which we lived. The plan of work runs just the same all over Dublin, wherever girls work in private houses at the tailoring business or shirts, both as to piece of work, hours, meals, and everything, and I have carried it on just the same ever since 1847, when I left the army. My wife makes shirts, and my little girl there, now 11, has worked at it for about a couple of years, and can sew nicely now. She sews after she comes from school in the afternoon till dark, or perhaps, if there is much to do, for an hour or so after candlelight, but she is too young to keep her at it. She can read and write on a slate.

When my hands worked late, all worked the same, the younger as well as the elder. They received no extra pay, but then I did not cut them off their wages if they were half a day or so short of work. The younger girls would sew, make hems, and do linings, and get 3s. or 3s. 6d. a week, others 4s. or 5s.; and some good finishers, who could make good holes and finish garments well, 7s. or 6s.

Wearing
Apparel.
Dublin.
Mr. J. B. White,
N.

MR. JAMES CROTTY AND CO.'S, SEAT MANUFACTURERS, CHRIST CHURCH PLACE.

173. Mr. James Crotty.—I was the first to establish this manufactory in Dublin, which is now its great seat, and makes stays for all parts of the world. Mine is the largest stay factory here. When I began the business in 1831, there were no sewing machines in use here, and I gave out nearly all the work. I was the first person to use the sewing machine in Dublin, having the one that was in the Irish exhibition. Now I employ about 300 persons on my premises, and have had about 650, nearly all of them females, and of these nearly half under the age of 18, but less than 20 under 15. Of the females over 18 years of age, probably half average about 22 or 23. I give orders not to take any under 11, as under that they are, I think, too young for work, and I can get plenty older. I have 144 machines, but I do not use steam. My premises, which are like the rooms of house buildings, are not suitable for it; there would be great expense in having the steam machinery; it would wear out the sewing machines faster; and I believe that there would be no great advantage to be gained by it. When a girl gets used to a common machine she can work it with her feet quite as fast as she can follow with her hand. I used to make skirts, but gave it up, because my premises were not large enough for both branches, and they are in a corner where I cannot enlarge them. The boys, of whom there are 11, are chiefly employed in putting in eyelet-holes, &c. The stays, when made, are pressed with irons by men. This work wants strength, and I have only lately put on men to it, as it was too severe for women.

I think that the factory day is quite as much as people ought to work, and that any more would be injurious. People ought not to have to make slaves of themselves altogether for the purpose of living. When I began business, I settled that I would not have any late work. It makes work-people discontented, and breaks up their health. My hours are from 9 till 6½, with half an hour for dinner, and are never lengthened by more than an hour. I have persons here now who were with me when I began business, and who are quite as fresh in health and strength now as they were then. The hands are not let out at dinner time, because the people are so badly trained to work, that if they got out you would have great difficulty in getting them back again.

I tried a half day on Saturday, but found it inconvenient and gave it up. The inconvenience was that I was busy myself on Saturday morning, and could not begin to pay early. But if there were any great advantage to be gained by either employers or employed by a half day, I would pay on Friday instead, and could do so as easily as on Saturday. This would be the best plan, if any such change were required, and would do away with the objection. In places

where the workers in factories are very numerous, and they have to go long distances, as in country places, for their shopping, there would be an advantage in a half holiday, but in Dublin they are a small class, and the shops close at hand.

If any distinction were made between factories using steam power for sewing machines and others, I should not refrain on that account from its use if I thought it otherwise advantageous, as a man is likely to follow his own interest, but I should not employ any children, so there is such a surplus of labour here, that almost any number of persons of any age that may be wanted can be had.

The health of my workers is very good. I am very particular to make the best person on each floor see that the windows are kept open, and in winter there is a little space left. There are so many together in each room, that there is no need of fires, as the natural heat of their bodies keeps them warm enough. I find no injurious effect either from the use of the sewing machine or from the standing position of others, e.g., the cutters out. I never heard of their having swollen legs. A physician, whom I know well, and who was in here just now, has remarked the same, and said that he wonders at it. Indeed the machine is much lighter work than hand needlework. At that girls sit all day, stooping over their work, with one knee up and the work placed so, while at the machine they sit quite upright, and get some exercise, and the work is more interesting. They earn more, and at the end of the day are much less tired than hand needleworkers.

All are in my direct employment, and this, I think, the rule in establishments of this kind here. I would not allow of any under-employment. Some little girls, who are smart children, can earn quite as much as women. They do best when they begin at about 12 years old. Till they are grown up they are expected to hand all over to their parents to be spent on the family, but I know that many do not pay all, because parents apply to me for the wages in consequence. When much more work was given out, it was the practice for women to employ girls on the work, as it is still the case with shirt work. But I give out very little now. Where any work is given out, it is usual to require security. But girls in Dublin are strictly honest.

Leaving work at 6½, as my people do, they can go to evening schools and week-day services, and I think that a great many do. Work ought to end soon enough to allow of this. I think that the lower class here are more anxious for education than the same class in England, and so, as I should say, I should say, come here as old as 12 or 13 who cannot read.

174. Rose Kennell, age 12.—Am "boxing" stays.

Working
Apparel.
Dublin.

Have half an hour for dinner, but usually stop work only for a quarter, which is as long as most do. Get 3s. 6d. a week.

MR. THOMAS CROTTY'S, SEAT AND CRINOLINE

175. *Mr. Jos. Crofters, manager.*—We employ here usually about 150 persons, but in a busy time have had over 200. Nearly all are females, there being only half a dozen boys, two or three of whom punch holes and put in eyelets, and about as many men. We used to have work done out, but gave it up because the workers disappointed us, and we could not secure any regularity. On the average, about 35 machines are in use, there being generally a few besides out of order. We do not like children under 13 at all, and only take any for trifling jobs. About a quarter of the females are under 18.

The hours are from 9 till 7, with an hour for dinner, which is taken on the premises. We are obliged to keep the hands in for this, for in Dublin they are so irregular in their habits, that if they got away several would not come back at all. There is very little irregularity in the hours of work. For about three months in the year some of the hands have to stay an hour longer, or at the outside two, but this is chiefly the machinists, and it is seldom that we are busy in both branches at the same time. Sometimes we have shipping orders, or orders for London houses for shipment by them, but this does not interfere to any great extent.

The factory day would be quite long enough for the requirements of the business at any time, and a half day on Saturday would be a great boon to the workers. The wholesale warehouses are the only places that I know of in Dublin which have a half-day then. I wish that the Government would enforce it, and it would be easy enough to carry out if all were obliged to adopt it alike. On Saturday I frequently have to let some out for an hour to go and make purchases by daylight. The shopping after work on Saturday of course throws the shops late, often till 11 and 12. A half-day would of course be some loss to the manufacturers, as they could not turn out so much stock. I do not think that the effect would be to make the people work better at the beginning of the week. There is great difficulty in getting them to work at all, especially on Monday—Saint Monday. Some

can read, write, and do compound division. Have not been at any school, evening or Sunday, since I came to Dublin.

SKIRT MANUFACTURER, 57, WILLIAM STREET.

make a system of staying away then; but we should never be able to have the factory hours so as to begin earlier, e.g., at 6, because we cannot get the hands in time as it is. Some live a long way off, and many are not entirely dependent on their labour. For the last half-year we have begun a system of closing the doors at 9 and opening it at 9½, and again afterwards, with gradually increasing times, and since this system has been introduced the attendance, which before was very irregular indeed, has been much better. If earlier hours could be secured, they would suit the work as well. All the manufacturers in these branches of trade in Dublin, of which there are about half a dozen, have nearly the same hours.

Years ago, stays were, I believe, made by men; then were given out to be made by women who worked at home, but those are nearly ruined by the introduction of sewing machines and factories; still it is for the benefit of all, as many more are employed in the trade than were formerly.

176. *Eliza Clarke, age 15, machinist.*—Here five years. Work from 9 till 7; when in a hurry, till 8; have never worked till 9. Have half an hour for dinner in the work-rooms; we skirt girls dining from 1 till 1½, and the stay girls from 1½ to 2. The trade is heavy, but I am never tired of it, and like it very much. Have made as much as 7s. 6d. in a week at the machine, though I have been at it only three months.

Can read, but write only middling. Do not know of Edinburgh, or if it is a town. Was taken from school very young when my dad died.

177. *Mary Ann McDermott, age 19, maker.*—Here five years. Stayed one week till 9, and have once or twice till 10, not longer. Get 4s. 6d. a week. Take dinner in my work-rooms. It holds about 20 of us sitting close together, and is not very airy in summer. The fire-place is boarded up. When I first came the noise of the machines made my head ache.

Know the letters pretty well, but not all of them. Am going to night-school after Easter, and will pay 6d. a week.

MR. E. SUTTON'S, CRINOLINE SKIRT MANUFACTURER, WILLIAM STREET.

178. *Mr. O'Duffy, in the warehouse.*—The hours are from 9 till 7, with half an hour for dinner, for which the hands prefer to stay here. They seldom work much longer, perhaps a month in the year till 10 p.m. About 80 females, chiefly those who cut out material and use the machines, work on the premises. There are on the books the names of about 600 women who make up the material at their homes, some of whom work with their sisters, or a few girls under them, making an estimated number of about 1,000 altogether. We manufacture skirts chiefly for Eng-

land. Dublin is the only place in Ireland in which this manufacture is carried on. When we get into staymaking, which we are just beginning, there will be about 600 altogether engaged in it, in-door and out, in just the same way.

179. *Mary Hall, age 20.*—Hours are from 9 till 7. When we have been busy we have come at 8 or 7½, and have worked till 8, very seldom till 9. The latest is between 9 and 10. Work beyond the regular time about five months in a year; are not allowed to work in dinner time, which is half an hour.

MR. E. D. MCCREA'S, SKIRT AND COLLAR MANUFACTURER, 51, WILLIAM STREET.

180. *Mr. E. D. McCrea.*—I make some skirts, but the chief part of my business is collar making, which includes also cuffs and ladies' collars and sleeves. London is the chief seat of this manufacture, and I am about the only person that carries it on to any extent here. The work consists chiefly in cutting out the material and preparing it by teasing, turning down edges, &c., and sewing by machines, which are worked by the foot. The dressing, i.e., washing and getting up, is also done on the premises. All the persons employed, except a few men, are young females, most, I should say, between the ages of 18 and 25, about 70 in all. The very few younger girls are the children of respectable parents, and are, probably, better educated than many of the older. Young girls beginning as learners get 2s. or 3s. a week, the others average from 5s. to 8s., and some get as much as 14s. or 15s. I give out work besides to about 80 persons,

and it is probable that several of these employ girls under them, but I object to this as the rate of prices for my business, being wholesale, is necessarily low already, and if work is turned out the actual workers must be cut down still further. The out-door skirt-workers in Dublin are of a low class, and do not average more than from 3s. 6d. to 5s. a week, but this is simply owing to their want of skill. If they could work better, we could pay them much better, and find a market for the goods too. I also have work done in three convent schools, but do this only from necessity, and should prefer getting it done in any other way. I have many applications from places of this kind in various parts.

The hours are from 8 till 6½ in summer, and from 8½ till 6½ in winter, and till 2 only on Saturday. A short day on Saturday is not usual in factories here, I believe, but it is in wholesale warehouses. I am very

particular that they should have their dinner-time clear. It was an hour, but they would not come back in time, so I made in 1½ hour, and insist on their being punctual. Must go home for it, which I prefer, but a few take it in the cloak-room. There is very little variation of season or hours, and so mine is simply a city business, I have no pressure for shipping orders. Perhaps about four weeks in a year we may work about an hour and a half longer daily. If I had girls under 13 it would be very inconvenient to have to teach two sets, but there would be no difficulty whatever in getting them.

My work premises are the rooms of a private house, and a small new part built over a yard. There is a sort of place for washing, but not very good, and I have thought of putting a better. All the girls are

required "to be particular in having clean hands, and "the machinists, and to see that there is no oil or "dust about the machines or benches;" and one of these printed rules placed in the work-rooms in to this effect, the nature of the work requiring attention to these points. I have also thought of providing some sort of dining-room, but they do not seem likely to value this much.

181. *Kate Redd*, age 14, machinist.—At first turned up collars. Hours are (as above). Have never worked longer. Here a year. At first turned up collars. The machine does not tire me. Got 2s. Have a sister a year younger in the laundry here.

Can read and write pretty well, and can mending. Sister can read and can write mending. We do not go to any school now.

Working
Apprentice.
Dollis.
Mr J.R. White.
b.

THE DUBLIN SEWING CO.'S FACTORY, GRATTAN STREET.

182. The factory is a light wooden building, of a single story, open to the arched felt roof, well lighted and ventilated, and warmed by two stoves, and has closets opening into one end of the single large work-room.

183. *Mr. Reardon, manager*.—The factory has only been built six months, but the business was begun two or three years in a house. About 60 females, all from 13 upwards, are employed in it. They work from 9 till 6, and are not allowed to go out during the day. They are very seldom kept at all beyond 6, if they ever are asked to stop, it is very difficult to keep them to attend to their work, as they do not care to work more. If an hour were fixed by law for leaving off work, and I wanted to get more done without paying 1s, I could easily put on another machine and more hands. One machine will keep 10 or 11 with the needle going. There are some amongst the makers, i.e., at needlework, who can work the machine, and could be put on to it if necessary. Work is given out to about 120 women, and of these several employ other women and girls at their houses. The work that is given out is that which cannot conveniently be done by the machine, but machines are in use in some places which can overcome some of the difficulties, as, e.g., machines with arms so as to sew sleeves. The common machines would sew through both sides of them. Whether a girl or a woman works a machine the best is entirely a matter of

quickness and intelligence, and has nothing to do with strength, which is not needed. Some will make severely anything at it. A machinist will average about 6s. a week, though some get nearly 10s., a buttonhole 5s., and a maker, i.e., common needle-worker, 4s. The cutting out and the pressing went strong young women, and they have to stand all day.

184. *Bridgett Paine*, age 14.—Worked a machine before I was 14, and could do it at once from having watched others do it when I was winding the reels for them, and in a week or two could do the work well. Could make 7s. or 8s. a week at it, though only at it six months. Was taught sewing shirts at a convent school.

Can read, write, and was at compound division.

185. *Mary McEneaney*, age 20, machinist.—We bring our inches; most stop half an hour for this. Average 7s. a week, by piece-work.

Was at a dressmaker's here before. If we took no dinner, but just stopped to eat, perhaps a quarter of an hour, we might leave at 7, otherwise at 8. Sunday nights were very busy, and later than any others, sometimes till 11.

LONDONDERRY.

MRS. DERRING'S, MILLINER AND DRESS-MAKER, THE DIAMOND.

186. *Mrs. Hopkins*, first-hand dress and mantle maker.—The general custom of the millinery and dress-making business here, the two being usually carried on together, except in the shops, is to employ several apprentices of from 14 years upwards, but scarcely any paid hands; i.e., out of about 30 persons employed in the largest private establishment in the town, only about three are paid. The business here will not afford to keep paid workers. A first hand usually lives in the house, but no other assistant or apprentice. There are generally about five apprentices under me, but no paid worker, and the first-hand milliner has one apprentice and no paid worker. This is about the average size of the houses in the town, except the largest one just spoken of.

The house for a first hand in the north here are very different from what I had in Dublin, i.e., much larger; but in this house they are, at least, as good as any other house in the town, if not better. The apprentices' hours are from 9 till 7, with an hour for dinner, and their work is regular. If they work longer it is not more than twice a week, or above an hour or so. Saturday night is the night on which they are most often kept. But in the season, i.e., from April to the end of June, and from November to the end of January, I have to work regularly as much as from 8 in the morning till 12 at night. As

first hand, I cannot leave off earlier than 12, but am often later, sometimes till 1 and even 2, but not later than that. Sometimes I can spare very little time for meals.

Millinery and mantle-making are done in drapers' houses in the town, but not dress-making. One shop had a large establishment of 20 or 30 milliners and dress-makers, but has now given up these branches. At the shop establishments, not even the first hands live on the premises, and the hours are perfectly regular, from 9 till 7 only. From the opportunities which I have I should be sure to hear if they worked later.

Till I came here three years ago I was in a house in Dublin for two years, as in-door apprentice, and for one as an assistant. From about January, when the drawing-rooms begin, to the end of March, we usually worked till 11, but never once passed 12; and all the rest of the time only from 9 till 7. There were two other in-door apprentices, and there was no distinction between us and assistants as to hours of work. It is not many that go as in-door apprentices in Dublin, on account of the large fee required, e.g., 40s., or even more. If you have been apprentice in a house where you have to pay a very high fee, on leaving you can of course obtain a situation at a good salary.

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Londonderry.
Mr. J. E. White.

187. *Miss Kennedy*, first-hand milliner.—I have to work the same times as the first-hand dress-maker here, because we have to help one another, and my own work, millinery, is much the lighter, depending more on taste than work, and more quickly finished.

I was first hand in a house in Belfast. The hours were very early, viz., from 9 till 7, and never longer, even in the busy times. The house was a shop, and all the shops there are early in just the same way; and the private houses are late, quite as late as they are in Derry, as they are seated above (p. 186). The reason is that the shops increase the number of the hands very much in a busy time; but the private houses do not like to pay for this, and prefer to get more out of their present workers. The business is conducted on just the same system as here, the work being done by apprentices, with scarcely any paid workers, perhaps one to a house, besides the first hand. In private

houses the first hands live in, though not in the shops. They must do so, because their hours are too late for them to go out in the street after they have finished work. Besides, they must settle and prepare the work to be done next day.

188. *Miss Regan*.—I came to out of the chief private houses in this town as an improver, and was told by the mistress that my hours would be from 9 till 8, but when busy she often asked me to stay till 9 and 10; and those of the apprentices who had been at work long enough to be useful were asked to work on in the same way. I would not stay longer than that, and the apprentices also turned out, as being kept. The paid workers of course could not help staying; and I think that in no house in the town would paid out-door hands ever be kept later than 10 p.m. I came here to leave the business of the shop and millinery.

MRS. RANKIN'S, DRESS-MAKER, &c., THE DIAMOND.

189. *Miss Rankin*, assistant.—I am the only person employed here that lives in the house. There are 16 or 18 out-door apprentices who work from 9 till 7, and two paid hands, who work from 9 till 5. I work till about 10, and so on; but I have only been here about six months. Came from London.

[An out-door assistant stated that as improver

here she always left work at 7 p.m., recently as assistant at 9.]

190. *Mrs. Rankin*.—Ten o'clock is what we, i.e., ourselves and the in-door assistant, call our hour for giving over at night. I do not say that we are never later, but there are no balls, &c. here to cause late work.

191. Londonderry has within the last few years become the seat of a new and important trade, described as the "shirt" manufacture, though in fact it includes several other articles of clothing, and it seems likely to be extended to more. Within the last 10 years the prosperity and population of the town have greatly increased in consequence, and the manufacture here as elsewhere gives signs of becoming daily of more importance. Three fine large factories, those of Messrs. Tillie and Henderson, M'Intyre and Hagg, and R. Sinclair and Co. have been built, one only a year ago, and another scarcely yet completed, all capable of accommodating very large numbers of workmen, and using steam power. All are spacious, cheerful and airy, and one remarkably fine. There are several smaller factories consisting of adaptations and enlargements of house buildings. The abundance of unemployed female labour in this part of Ireland has afforded great facilities for the growth of such a manufacture.

MESSRS. TILLIE AND HENDERSON'S, SHIRT, &c. MANUFACTURERS.

192. *Mr. Wm. Tillie*.—We are the largest employers here in the shirt manufacture, which I was the first to introduce 14 years ago. Our factory, which has been built about eight years, has accommodation for 1,000 persons, and we have had that number in it, though at the present time, owing to temporary circumstances affecting the character of the trade, we have only about 800, nearly all females, from 11 years of age upwards. We object, however, to employing married women with children; and though they often beg to be admitted, saying that it would be a charity to them, I refuse, telling them that I would almost sooner pay to keep them at home. I know that they cannot attend to their work so well if they have to be thinking of their children, and absence at work prevents them from giving proper attention to their families. The work consists chiefly of cutting out the material and preparing it for the sewing machines by various kinds of hand work, and then stitching parts by the machines, most of which are worked by steam.

The shirts are then sent out into the country to be "fitted" or put together, i.e., made up a work which is done exclusively by persons living at their own homes. When these persons live at a distance, as is usually the case, the work is distributed to and collected from them by means of agents stationed at different centres. The workers are provided by us with materials of every kind, except merely their needles; and to ensure their receiving proper remuneration, the price to be paid for their labour is fixed by us, and marked upon a ticket which accompanies each piece of work, and the money paid in cash when the work is returned. This prevents what was a great evil in the sewed muslin manufacture, carried on in the same system, in which the workers, though

paid in cash, had usually to wait for this until the work had been reported upon, and the money could be remitted from the Scotch houses, to which a great part of it was sent. The agents too are paid either by a fixed commission on the amount of work done, or by a salary. It is important to state these facts to show that no system of "swamping" prevails. It is of course necessary to keep a strict control over the agents; and any case in which he or she attempted to make any profit beyond their legitimate pay would be instantly stopped, and indeed one person was dismissed by us for this. The number of persons employed thus by us outside our factory is very large indeed, and is spread over a wide extent of country, as much, I should say, as over a radius of 40 miles from the town. When we had 1,000 persons in the factory, they took only a sixth part of what we paid for labour; and reckoning, so probably would be now the fact, that 1,000 persons in the factory were paid as much as 1,500 out of it, we must then have had altogether about 10,000 persons in our employment. The relative numbers, however, of these inside and outside vary with the kind of work; and since the great increase in the use of woollen materials, and the diminution in the use of cotton, owing, in great measure, to the increased price of the latter material, the numbers now employed by us outside are not nearly so great in proportion. The tendency too, from improvements in machinery, no doubt is and will be still further to diminish this proportion, and centralise the work more in factories.

In addition to shirts, we make collars (paper and linen), cuffs, men's smocks, duck trousers, ladies' collars and under-clothing, &c.

The benefit conferred on this part of Ireland by the introduction of this manufacture is enormous.

The amount paid for wages by our house alone would be a substantial benefit to the population, and I estimate that the whole sum paid for labour in this branch of manufacture in this district now amounts to nearly a quarter of a million yearly, circulating in cash for the general benefit of all. In addition to this, it has had the effect of drawing away the bulk of the work formerly done in London as "slop" work in a manner so unfavourable to the workers there, though of course the actual amount still remaining there is in itself considerable. The population too has been greatly increased. Owing to a change in the division of the districts adopted at the last census, the exact increase cannot be stated, but it is computed that the city alone has increased from about 20,000 to 25,000, the increase of females being about 5,500, or so much in excess of that of males as to show a large importation of female labour.

Our hours are from 8 till 6, except in the few winter months, and then from 9 till 7, with an hour for dinner throughout the year. Our busy months have been much changed with the change of the material chiefly used. They were in the winter time, but now are from about May till November. When we make overtime, the workers go out for an hour for tea and return and work till 10 p.m., but never make more than three hours overtime in one night or for more than three nights, always alternate, in one week, and children are not allowed to work overtime.

The short hours introduced by us have been adopted by all the other houses in the trade here, or nearly so short.

I am acquainted with the Factory Act, and had occasion to direct my attention specially to it about a year or so since, owing to a visit from a factory inspector, which led me to suppose that our factory might fall under them, though I was afterwards legally advised to the contrary. As the manufacture is carried on in this and other factories here, the regular hours being short and the overtime never carried to such an extent as to be injurious, there is, I think, no occasion for any such regulations. It is better to leave any manufacture untouched by legislation till actual need for it exists, though if real abuses of overwork, &c. do exist, it is not only allowable but desirable to check them by law, and it should be done without hesitation or scruple. I see the difficulty of ascertaining just when abuses arise in any given employment. A perpetual inquiry would be needed; and this of course is not desirable. On the whole, I think that some regulations might properly be framed, which would be a security against any abuses of overwork, without seriously interfering with this manufacture as it now is. The great objection which I should feel would be to anything that involved beginning work as early as they do in factories, which I feel sure would be a great injury to the manufacture. If they come at 8, they breakfast comfortably first, and there is no loss of time for this after work has begun. I consider it much less injurious to work three hours later at night, as they do on the present plan, than to come to work regularly at 6 without their breakfast. Any hour much earlier than 8 would be quite unsuitable to the habits of the class of girls whom we employ, and to make them fast themselves put upon the same level as ordinary factory workers, as a change to such early hours would do, would lower their self-respect and

moral tone. We endeavour to raise these as much as we can by insisting on all coming in bareheaded and with shoes and stockings, and this, I believe, is a general rule in all the factories here. The good character and chastity of young females here is remarkable, if comparison be made with corresponding classes in England and Scotland. The busy time can be pretty well calculated on, and additional hands might be engaged; but this would be a loss to the regular workers by diminishing their pay.

So far as the object of any factory regulations may be to secure education, I am strongly in favour of them, and think it desirable that all young persons should be obliged to attend some place of instruction for an hour-and-a-half daily, which they might well do after their day's work, without any interference with it. We have, however, very few children, and should have none if they were restricted to half-time. This, however, is on the supposition that the supply of labour shall continue as abundant as it has been for the last 18 years.

We have all proper accommodations of inventories, water-closets, hot-water pipes for warming, &c., and are as strict as to the cleanliness and healthfulness of the buildings, and as to the time for meals, as if the place was legally a factory. Indeed, we do not allow any person to remain in a work-room at all during meal-times. The health of all is very good, and a regular medical attendant is provided for the establishment at a salary of 100*l.* a year.

The distinction between factories or not factories depends, as I am legally advised, upon their working up the raw material or not. I am not aware that the use of steam power makes any difference, and think it absurd that it should. Only two of the factories here besides ours use it, and we could easily do without it, if we wished. It is an advantage, but not from the gain of power, but chiefly from its ensuring uniformity of pace and regularity of stitching. As it happens, our loom machines are not yet driven by it, though they might be, if we had more steam power. Where a machine is worked by the foot, the girl gets tired or perhaps occasionally slackens her pace, and in turning a corner the machine has to be stopped, and cannot be so quickly brought up to its speed by the foot gear as steam power; or, as she works by the piece, she often may work too fast, and hurt or injure the machine; and, anyhow, no two persons work exactly the same. But where the machines are moved by power, it goes uniformly at whatever rate it is set at, say 600 stitches a minute, and ceases unnecessary wear itself, while it produces better and more uniform work. We also save power in cutting out some of the material.

The increased application of steam power will depend altogether on the price and supply of out-door labour. If that becomes scarce, a greater number of machines will be employed. With the present price of labour the application of the sewing machine cannot be profitably extended. Many kinds of hand labour are cheaper than the same work could be done by the sewing machine.

188. *Margaret Douglas*, age 13.—Go messages in the factory. Used to cut trimmings. Here three years. Floors, &c. and meals (as above). Sometimes stay here till 10 p.m., but have not done so lately. Never stayed later. Go home to tea first when working late.

MESSES. McINTYRE AND HOGG, SHIRT MANUFACTURERS.

194. *Mr. Hogg*.—To the manufacture of shirts, collars, and cuffs we have lately added that of ladies' under-clothing, and other kinds of work, such as cheap clothing for men, very possibly be added. In Glasgow we do make some work of this class. Such things as muslin or others in which the fashion quickly changes are not suitable for a place so far away as this. I believe that the manufacture, which has already been the making of this town, will

expand still further, and that an increasing use of machinery will do away with much of the outwork and outwork it in factories. At present about three-fourths of the wages are paid by us to outworkers, who are scattered over the country to a distance of 30 miles from here. The extent to which factory work will increase will depend chiefly upon the degree to which machinery can be adapted to the work, but my impression is that in time we shall get

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Mr. J. E. White.

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it to do much more of the garment than it can do as yet, and we have now such machinery in preparation.

Our factory is newly built by us for the business. It has 52,000 square feet of flooring, and will accommodate well 1,500 workers, but, should the business extend, we contemplate adding 20,000 more square feet of flooring, which would enable us to employ on the premises altogether 2,500 persons. Were we as closely packed on in our old buildings we could employ 3,000 in the part now built. But the machines are so arranged as to secure each worker ample space, which is an advantage, both as it enables her to work quicker, and is better for the health. But this was very far even at the old place. They have a fund for sickness, and out of this pay 80*l.* a year to their medical attendant. All the shafting is carefully fenced. We have been in the habit of white-washing about once a year.

We have the usual hours, except that I have given an hour and a half instead of an hour for dinner. I find that it suits them much better as well as myself, as I like to keep the same times with them. An hour is rather short for any who have to go to a distance, and they were very impatient in returning. Now I need make no allowance if they are not back in time, and if they are not, lock them out without scruple. We have to complain very much of their bad attendance on Monday too. It very often happens that, say a sixth, or a seventh, or an eighth of the number will not appear on Monday forenoon. If the hours were regulated by law it would be good for us in this respect, as it would secure punctuality. When we make overtime it is arranged so that the same set are

not late two nights running. I should have no objection to being under the Factory Act if it did not tend to check the business here, where it is now well settled, and send it to other countries where labour is cheaper. We are well off as we are, and cannot tell what the effect of such regulations might be.

All here are in our own direct employment. We have now about 700, nine-tenths of them females. The males are clerks, warehousemen, cutters, mechanists, and machine boys. There are always from 20 to 25 of the younger girls making only 2*s.* or 2*s.* 6*d.* a week as beginners and message girls, but the workers generally average 6*s.* or 7*s.* We also pay the out-workers. The great defect in the people here is their want of education, but they are beginning to find that they cannot get on without it.

195. Catherine Black, age 13.—Two years here and at the old factory. Hours are from 8 till 6½, with an hour and a half for dinner. Could not stay in the room at dinner time. Whenever we be to work in a hurry, we go away to tea and come back and work till 10 p.m., never later, and on Mondays not later than 9. Have done so many weeks, and sometimes coming at 7 a.m. Get 2*s.* a week.

Was never at school and cannot read any, but can spell.

[Of a row of eight girls aged from 13 to 15, one could read well and write, the others could read. Of another set of five, one aged 14 could not read, and two of the others could not write.]

MESSES R. SINGLARI AND CO.'S, SHIRT MANUFACTURERS.

196. Mr. R. Singlar.—The numbers in our factory vary greatly. They are now low, about 500, but we have had 600 or 700. We employ probably four or five times as many outside as we do in. The trade has been very beneficial to these country workers; many who had no employment at all before now making 3*d.* or 4*d.* a day, and being thus very comfortable. They are of a class too that spend all the money on the spot where they live, which is a benefit by circulating so much money. That their condition is much improved is evident by the improvement in their dress and manner. By these advantages workers are being drawn to this neighbourhood from England and Scotland and all quarters. The sewing machine workers, who are all on piece-work, average from 5*s.* to 6*s.* a week, and the cutters, who must be of more intelligence, and are paid by the week, get from 10*s.* to 12*s.*, on the average about 7*s.* 6*d.*

The use of machinery is becoming general, and will still more so. The cost has greatly sunk. A machine can now be had for 6*l.* each, formerly 20*l.* was paid. We have here 400. We are now making some kinds of shirt almost entirely by it, and by its help a gentleman's collar like this after passing through about 10 processes can be sold for 2*d.* We use steam power. This is a loss at first, owing to the greater outlay, and a girl will do as much work, and for the same pay without it as with it. The gain is in the better work which it will produce. The great evil of working the machine with the foot is the irregularity. One girl will work one pace, one another, and the same will drive now fast, now slow, perhaps using one foot instead of two. Again a quick stitch wants less tension, a slower more, so that if the pace is uneven the machine cannot make so good work. Power works quite regularly. Another advantage of having power is that the employer who has it can get the best workers before one who has not, they liking it better because it is not so hard work. The increasing use of machinery will bring work more into factories, but at the same time will allow of a higher rate being paid to those who continue to work out.

The factory has only been built about a year. All the shafting is carefully fenced. The rooms are

lofty, about 11 feet, and at the top there are gratings in the roof for ventilation. Below I tried a plan which failed, so am obliged to be content with the windows. The rooms are warmed by hot water, and there are two water-closets in each floor. I have been thinking of providing some sort of dining-room on the place, instead of all the people having to leave for meals. I think that it would not be a bad plan to compel all people who have workers to provide proper work places, for though the employment is healthy enough, even when dwelling houses are used as factories, provided that the buildings are large enough, still when the houses are old and crowded the rooms feel like an oven, and a person coming in from the fresh air can hardly breathe; the rooms being, as it were, hermetically sealed, as the people will not open the windows.

When we want to work overtime I find that the people prefer to work till 10 p.m., leaving for tea, to working on till 8 only without tea. Our slack time is from December till April. The different flats are occupied with different kinds of work, and probably only one may be required to work into at a time. But it is expensive to work late, as the people do not work so well either at night or the next day, and there is the cost of the gas. I think that it would be a great benefit to prevent working late at all, but unless it were compulsory on all, one who did work late would take advantage of others who did not. When I want extra hands I find some about. Perhaps when I am very busy some other manufacturer is not, and the hands generally shift about a good deal, and do not seem to appreciate the advantage of sticking to one place. We never break the rule of leaving off at 2 on Saturday; the hands think that they have a sort of right to this.

There is a great want of education, but religious differences and socialism throw great obstacles in the way. A library which I provided for the benefit of the young men, fell through on this account. There are a great many situations in the establishment which I should fill up with females, for which they are more suitable than youths, but I cannot do so because so few females can write.

[197. Of six at the above factory taken in succession, all between the ages of 13 and 16, two could read, the others said that they could "read some," but could only do so with spelling slowly. A manager stated

that in the whole factory not more than 30 females, he should say, could write. A girl stated that at the old factory by the water-side she had stayed till 10 p.m. for a week together, but not in the new factory.]

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MESSES. J. H. PATERSON & CO.'S, SHIRT MANUFACTURERS.

198. *Mr. James McIsaac, manager.*—The work comes very irregularly, and there are often hurried orders. Since cotton has been so dear people will not work up a stock of it as they did before. Taking the year round we work about 60 per cent. of the nights as late as 10, the usual hour when there is any overtime, and perhaps 5 per cent. as late as 11, and, very exceptionally indeed, till 12. If all were put on the same footing a regular day of 12 hours, with meals, would be long enough to get through the work.

199. *Barbara Muir, age 15.*—Am only doing a

little needlework job of my own here now (in the dinner hour). Hours are from 8 till 6. When we work longer it is till 10. Have done so for a week, or say five nights, together. Monday we are generally late, because the work has to go out to the country next day. Have several times worked till 11, half-a-dozen times till 12, and once till 1 a.m. One time I worked on with some others till 4 a.m., but only to make up time which we had lost from being asked out by friends. Here only four months. Came from Scotland.

MR. THOS. GIBSON'S, SHIRT MANUFACTURER.

200. The present occupier of the dwelling house here used as a manufactory is about to give it up for a more suitable work place. The walls are dirty, and from one of the ceilings much of the plaster has peeled off. One room, in which work four females, and sometimes also two machinists, is a small bed or dressing room only 5 feet 4 inches wide. Another work-room is over a stable in which is a store of guano, allowed to be put there on the understanding, not borne out by the results, that it should not smell. Just under the window and beside the ladder which leads to the door is a large ash and rubbish heap.

201. *Mr. Thomas Gibson.*—The average number of persons in my employment is about 35 females, half a few years under and half a few years over 15, with a couple of boys. The hours are much the same as at other factories here. My business being chiefly on commission for London houses, making up materials sent by them ready cut, we are not subject much to season orders requiring continued late work, as

larger houses may be; but my people generally work till 10 one night in the week, i.e., Thursday, in order to get the work ready to send out to the country studios on Friday. I am about to move to a place built for a factory, in separate flats.

202. *Margaret McLeish, age 13.*—Hours (as above). Can read (scarcely). Never went regularly to school.

MESSES. WELCH, MARGITSON, & CO.'S, SHIRT MANUFACTURERS, FOYLE STREET.

203. The factory is cramped, consisting partly of a dwelling house, partly of shops built on. One room had an unpleasant smell from the oil used on the machines. The rooms seem scarcely suited for the larger numbers said to be usually employed. A girl of 9 had just come to work to wind bobbins for a sewing machine.

204. *Mr. Greer, manager.*—Our numbers are small now, owing to the price of cotton, viz., about 150 instead of 200. About 900 are usually employed out of doors. The hands sometimes work late for a week or two together, i.e., till 9½ p.m., but never beyond this. Shipping orders are the chief and almost only occasion for this. If the hours of work were limited, and the work wasted could not be got through in them, some manufacturers could get over the difficulty by employing more persons, or, if necessary,

having larger premises. We could not do this here, but could manage somehow, e.g., by employing persons in their own houses. It is an object to keep as small a staff as possible, and for this purpose to keep only the best, who, however, must have good pay; and to make up for this it is necessary to keep them late when wanted. The holders of the people would not allow of getting them to work earlier in the morning, but they stay late without difficulty.

205. I visited two other shirt manufactories, those of Messrs. A. Grant, Son, and Co., Foyle Street, and Messrs. R. S. Muir and Co., Clarendon Street, but no feature of importance presented itself at these factories not already recorded of others, except that at the latter I was furnished by means of the books with an accurate specimen of the number of hours overtime made there in busy times. Taking the numbers which caught the eye as high in the period pointed out as the business, it appeared that the highest number of hours made by any person in one week, taking each of the six days in order, ran thus: 4, 4, 4, 4, 4, 4—total 23 hours; another made 3, 3, 3, 1, 3, 4—total 17 hours; in the week before another made 16 hours, and so on; the numbers of different persons turning over on the same night.

206. The form of the following letter from Dr. W. Browne, with whom I had had an interview while in Londonderry, leaves no occasion for setting out the questions subsequently sent to which it is an answer, and which were merely used as a more formal means of obtaining the benefit of his experience on matters discussed at that interview.

207. DRAIN SUR.

In reply to your questions relative to persons employed in factories, dress-makers, and tailors' establishments, &c., probably I have not much to add to your experience in other towns.

In my capacities of officer of health, under the Towns Improvement Clauses Act, and of medical officer in charge of the city dispensary, under the Medical Charities for Ireland Act, many of these people necessarily come under my observation.

The only manufactory in Derry is that of shirts, in which from 3,000 to 4,000 of the population of the

City and neighbourhood, chiefly young women, are engaged. A portion of these work at home, but the great majority are employed in the factories, which are for the most part commodious, well-ventilated buildings.

The prevalent diseases are those always found where large numbers of human beings are congregated together during many continuous hours every day. Cases of deranged sexual health, with tendency to phthisis, and to the development of struma, are much more numerous than among the same number of girls living at home and employed

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in housekeeping or service. As to the moral condition of the females so employed, there must necessarily be deterioration amongst a portion of them, but this is not nearly so great as I have seen elsewhere caused by the close contact of great numbers; and there is nothing approaching to the degradation to be found in Manchester, Glasgow, and other large manufacturing towns. The remark is applicable to physical as well as moral health.

You remind me, that I made a remark about snuff taking. This is not prevalent among the higher class of girls. It is safe, however, to say that from a third to a fourth of the whole are addicted to it. I have endeavored to trace the habit to its cause, and I am inclined to attribute it in part to their vegetable diet, which creates a craving for some kind of stimulant, and to which the whisky drinking propensities of the Irish and Scottish agricultural labourers are partly referable. Against this it will be said that whisky drinking is not confined to agricultural labourers, but it and snuff taking are infectious habits. The monotony of the employment may also render the snuff a kind of requirement.

The dress-makers' and tailors' workshops are much the same as in other towns, frequently situated in attic story, cold in winter, warm in summer, and with too many persons collected for so many hours in a small space. The diseases prevalent among the young people so employed are the same as in the factories, but probably less in degree.

A very prevalent complaint among all the females is dyspepsia, caused by tea drinking. It is soon relieved by removing the cause, and administering a stimulating tonic, but the moment the patient is out of the doctor's hands, she returns to her tea, and soon gets ill again. In fact the medicine seems to take the place of the tea for the time being, and the habit is probably referable to the same to which I have referred snuff taking and whisky drinking. In my dispensary practice I have 10 cases caused by drinking tea, for one caused by drinking whisky, and the one habit when established is quite as inveterate as the other.

I have suggested to some of the large factory proprietors to build lodging houses for their female operatives. This would be a remunerative investment, and vastly conducive to the moral and physical health of the inmates. Such an establishment would of course include kitchen, lavatories, reading rooms, &c., and be under proper discipline.

Great numbers of respectable girls from the country who are now obliged to lodge in small crowded houses of a low description, would joyfully avail themselves of it. I am not without hopes of seeing an experiment made in this direction.

If you think I can give you any further information in connexion with this subject, I shall be happy to correspond with you.

Believe me, dear Sir,
Yours faithfully,
WILLIAM BROWN.
J. Edward White, Esq.
&c. &c.

308. Dr. Bernard, Great James Street, London-derry.—I am engaged as the regular medical attendant of the persons employed in several shirt factories here, amounting probably to from 800 to 1,000, nearly all females, a greater number, I am sure, than are attended by any other medical man in the town. I attribute the diseases from which they suffer entirely to their poor living and insufficient clothing, and the bad air of their homes, not to the nature or place of their employment. They get up, dress, and take their cup of tea and a little bit of bread and butter, all in not more than a quarter of an hour, sometimes less. They take tea again for dinner, with a potato, and perhaps a herring, and tea again in the evening. This constant living on tea weakens the digestion, and produces what I call "languid dyspepsia." They cannot afford better living, and the wages, at any rate of the younger, all go to the parents, and are low at the best. Many even who are grown up tell me that they do not get more than 4s. a week. This poor living, which is much poorer than what is usual in England, lowers the vital power, and produces a great disposition to scrofula and consumptive diseases, and I am obliged to keep them up with quinine and cod-liver oil, of which great quantities are used. These do keep them alive, and do a great deal of good, particularly the cod-liver oil, which is a wonderful cure. I do not find that standing at work produces swollen legs. Indeed, considering their general condition, I am astonished at their freedom from this complaint. I consider the care of the sewing machine more healthy than needlework. It gives them more general exercise, and moves the muscles of respiration more, and thus more atmospheric air is introduced into the system.

I consider it very important that something should be done at once, if possible, to improve their sanitary condition at home, as the necessary and only means of keeping up their morals. This has been very high, but it is beginning to sink, and will further unless something is done. The heads of departments are all respectable men, and the workers have taken great pride in their character. If anything wrong occurs with one, such as the birth of a child or the use of bad language, the other girls will not work near her, but tell of it, and if a serious charge is made it is investigated at once.

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MISS BRENNAN'S, MILLINERY WARE-ROOMS, ST. PATRICK STREET.

309. Miss Scott, show-room assistant, representing Miss Brennan.—The number of milliners varies from three or four to 10 or 12, and of dress-makers from about 18 to 30, or upwards. There are generally four apprentices and eight assistants and show-room young ladies living in the house; the rest are day-workers. The latter work from 10 till 8, and sometimes a couple of hours longer, not more. The in-door hands finish by 10 or 10½ p.m. in the dull time, i.e., usually one month in dress-making and two in millinery, and the rest of the year by 12 usually; sometimes later. I believe that they have been in the work-room till 3, but not later, since I have been here, i.e., four or five years. They never begin much before 10 a.m. They have five good meals a day, but no fixed length of time for them, and the day-workers have an hour for dinner. We in the show-room are up late too sometimes waiting for supper till the others have done work, and also at the beginning of the seasons are kept up often till 1 a.m. marking and putting away the new goods which have come in.

The apprentices, if young, leave work earlier, perhaps at 7, at first; but, as they get older and more useful, work longer, usually till 10, or as late as the assistants. The lateness of the work is often, I think, owing to idling a good deal in the day. They like talking in the work-room so that sometimes you cannot get them out.

210. Miss McGrath, head dress-maker.—I have been here seven years. In the two seasons, i.e., about three months twice a year the in-door assistants usually work till 12 or 1 a.m., and on exceptional occasions it has been as late as 8. I myself seldom leave till 1, and, if very busy, should begin earlier in the morning, but the others would not. The rest of the year they leave at 11 or 12 p.m. The in-door apprentices work up till 12 or 11. They seldom come under 14 or 15 years of age, but I have had out-door apprentices as young as 11.

211. Miss A. Taylor, millinery apprentice.—Work from 10 a.m. till 12 p.m., sometimes 13½, in the season. Am now 17. Have supper after work if I

wish for it. Can get out of doors on the long summer evenings after the end of June, not before, because we are busy. Do not go away for any holiday in the year. Do not get sick, and do not mind the work. Am quite as strong as when I came a year or two ago.

[She might take a holiday if she wished, I was told. The millinery room is very small.]

213. *Miss Percy, dress-maker, Nile Street.*—The

213. I visited two other private dress-makers' houses, each employing several apprentices and journeywomen. The hours at either place, viz., 3 to 6 and 10 to 8, are exceeded at the utmost only a couple of hours, and that seldom. I also visited four of the leading retail establishments in the town, viz., those of (1.) Messrs. Arnott, Grant, and Co.; (2.) Carmichael and Co.; (3.) Fleggibon,—all employing milliners and mantle-makers; and (4.) Forrest and Sons, employing milliners and dress-makers. The results of my inquiry at these places however showed but little variety, and may be sufficiently represented by the following general account. The longest stated hours of actual work at any are 9 per day, never beginning earlier, though sometimes later than 9 a.m., and at one house, viz., (3.), the stated hours are not exceeded at all, and at the others are exceeded only occasionally and till 10 p.m. at the outside. At (2.), the mantle-makers have no dinner hour but stop a few minutes for lunch. With about half-a-dozen scattered exceptions none of the workers live on the premises. A little work of the shirt kind appears to be done, and at one of the places (3.), where far the greatest number of females are employed, viz., from 30 to 40, some are engaged in sewing and binding boots and others in sewing upholstery.

MISS HEAPHY'S, CAP-MAKER, PEMBROKE LANE.

214. Two girls are employed in sewing cloth brought from warehouses, to make caps, in a house up a dirty court about four feet wide, which had a fusty smell as if from privies or drains. The material is brought out from warehouses. In the room was a servant's bed unmade and untidy at the window; with unemptied slops standing in a tub on the floor.

215. *Nora Long, age 17.*—Work from 7 till 7, and sometimes till 10 if in a hurry, not later. Go about an hour to breakfast, but not to dinner at all; only bring knock. Earn 3s. a week.

[216. The above was stated by the mistress to be the manner in which cap work was usually done, with the same hours and wages.]

217. I also visited a house, (Miss O'Leary's, Barrack Street,) where a few plain workers are employed on ladies' work and underclothing. One of them, Margaret O'Keefe, stated that she began when she was 14, and worked here from 9 till 8 only, but usually took work home and worked till 1 a.m. or began at 6 a.m. instead.

MR. JAMES McGRATH'S, GLOVE MANUFACTURER, COCKPIT LANE.

218. A few women and girls sew gloves in a garret, at the top of a small house, each having placed between her feet a small stand, the top of which holds the glove in a vice, toothed like a comb to admit the stitches evenly. Some sewing is given out. In the yard at the back the skins are prepared from the rough state by dressing and dyeing; work done by men. I was informed that there are two or three other small glove manufactories in the town.

219. *Kate O'Brien.*—Am nearly out of my three years' apprenticeship. Work from 9 till 8, and get 2s.

a week. Have no dinner, but we bring our bread here with us, and stop towards an hour. Can read (does).

LIMERICK.

MRS. SEYMOUR'S, DRESS-MAKER, CROSE STREET.

220. *Mrs. Seymour.*—Nine of the 11 persons in my employment are apprentices from about 14 years of age upwards, four of them, as well as another just out of her apprenticeship, living in the house. Only one of the 11 is over 25. The apprenticeship is for three years. I believe that it is not used in the town for apprentices or assistants to live in the house. The hours for my out-door hands are from 9 a.m. till 8 p.m., with an hour for dinner; and for the in-door, from 7 a.m. till 8 p.m., with no fixed amount of time for meals. We do not ever work later than 10 p.m., but do that sometimes, and did last night. I would sooner have them begin earlier than sit up till 12, and we have begun at 6 or 8 a.m., but very seldom. In the 26 years that I have been in business here I have no recollection of our working till the middle of the night, though we may have done so just once or twice. It is possible that the girl (b. 221) may have worked till 11, as she has stated. She is strictly trustworthy, and I told her to speak the entire truth. We find no difficulty in getting through the work regularly, as we begin punctually, Monday and every morning, and so there is never any accumulation. I

should say that it is very uncommon for persons in any house in the town to work through the night, or even past the middle of the night; so uncommon, indeed, that if it happened it would be sure to be talked of in every house in the town. The large houses, i.e. drapers, with millinery, &c. business, are always closed by 11 p.m. at latest, and the gas turned off. My work-room is very large and airy, and I sit there myself. I believe that my young people find this quite like a home in every way, so I try to make it.

221. *Ann Flanagan, age 17.*—Have been here 2½ years, and am now a paid hand, living in the house. The hours are (as above). The out-door hands stay after 8 only if we are very busy indeed. We in-door hands take about half an hour for breakfast at 2, and about the same for dinner at 2. It is very seldom that we wait so late as 3 for dinner. We are busiest in winter. In summer we have tea at 7, and seldom go back to work after. I have worked till 11, but very seldom even till 10, and not often till 9. We have never begun before 7 since I have been here.

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MESSRS. CANNOCK AND TAIT'S, DRAPERS, UPHOLSTERERS, &c.

222. *Mr. Palmer, manager.*—The number of milliners employed here varies from about 12 in a dull time up to about double in the busiest; on the average about 15. They come at about the age of 14 or 15, and serve as apprentices for three years. If we are busy and they have been here long enough to become good workers, they then stay later, like the others. We do not take clock-makers till they have learned the work, so that they are never younger than from 16 to 19 years of age. Their number varies from about 6 up to 20 or 24, according to the season. A few females are engaged in upholstery, viz., in sewing curtains and carpets. The shop hours are from 9 till 6, and till 7 on Saturday, and are as punctual as clock-work. The milliners' hours are the same, but in the seasons they work later, e.g., till 7, 8, or 9, it may be sometimes later; in fact, just about the same as the clock-makers. (b, 225.)

All have an hour for dinner. When I find that the hands are going to work late, I inquire for whom the work is, and are when orders can safely be allowed to wait till morning. Under any circumstances I close the whole house at 11, telling the workers that, even if they were willing, I could not stay up later to close. Only the head milliner and six of the young ladies who attend to customers live in the house. There are two other large houses in the town with the same kind of business, and their systems, hours, &c. are as nearly as possible the same as ours.

We have just been holding a very large new work-room for the clock-makers and upholstery girls together. It is open to the roof, well lighted, has two fire-places, and there are closets and washing places adjoining. The girls often get a walk out, and their health is very good. The health of one of the

milliners who has only been here a few months, seems from her looks to have improved already. She had been in situations in London, but in city establishments, where she had not long hours, so that it must have been the confinement and want of fresh air alone from which she suffered.

223. *Miss O'Donoghue, head clock-maker.*—In the spring and autumn seasons, which last about two months each, we usually work till about 9 instead of till 7, and for orders sometimes later, e.g., till 10, and it may be 11; but this is very rare indeed, and 11 is the latest. We never begin earlier than 9, and always go home an hour for dinner; that must be had regularly. As a rule, no learners are taken in this department, but I have just taken a girl of 14. This is the largest of the three principal shop establishments here. There is no difficulty in getting extra hands when they are wanted.

224. *Bridget Murphy.*—At the dress-maker's here, where I served my time, there were 24 girls, all of them apprentices except five journey girls. We worked 12 when I went, and was not the youngest. Four were house apprentices, who sometimes worked till 8 or so with the paid girls, but the rest of us never worked longer than the regular hours, viz., 9 till 7. We had no fixed dinner-time allowed, but scraped about a quarter of an hour for it.

(225. The establishment last referred to is that of one of the principal private dress-makers in the town, not however that of which a separate account is given. The hours at a third were stated by a girl who had been apprentice there to have been about the same, but with a dinner hour allowed.)

MESSRS. PETER TAIT & Co's, ARMY CLOTHING MANUFACTURERS.

226. The open and airy situation and also the structure of the factory, which consists of distinct and very long parallel ranges widely separated, one of them open from the ground to the roof, seem to make the buildings, which were formerly militia barracks, well suited as a work-place for the very large number of persons usually employed here. Steam power is used for cutting the cloth, several layers at once, and for driving the long ranges of sewing machines. Many of the females sit at these or prepare work for them, and in another building many others sit about on the ground working with the needle, just like ordinary tailors. Many are of a poor looking class. Though it is stated that since the present factory has been in use there has never been more than two hours' overtime in a day, yet in the event of a war demand, and possibly for other countries as well as this, the case might be different. I am informed by a person connected with the place at the time that during the Crimean war the workers were sometimes kept much later and even all night; on these occasions however being provided with food, and the younger not kept.

227. *Mr. Logie, corresponding manager.*—The work made here is army clothing only, tunics and smocks. The business was only brought into the factory in 1859, though it was carried on for a few years before in several separate work-places and rooms in the town. The use of steam and the doing the work on a large scale have allowed of the clothing being produced more cheaply, and so the business has been drawn from many other places. The clothing fits between 50 and 60 regiments of the line is made here, as well as much for other uses, making an amount altogether about equal to the supply of 100 battalions. The number of persons employed varies from 1,000 to 1,200, about nine-tenths of them females from 13 years of age upwards; they are of no use younger.

The day is in summer from 6 till 6, with two meal times of an hour each, and in winter from 8 till 7, with one only. If there are orders to be finished quickly, two hours' over-time, which counts a quarter of a day, is made, but there has not been more since this factory has been open. There is no difficulty whatever in getting there to come punctually; the rolls are called, and if the people are not in their place in proper time, they lose a quarter of a day. They come just as punctually at 6 as they would at 10. Last year some official inquiries were made to ascertain whether this place fell under the factory

laws, and answers were given, but I have heard nothing of it since. If it did, the effect would be that if an order could not be completed here in the time desired, it would go away to other houses which were not so fully employed.

The use of steam for the sewing machines is not only a great advantage to the work, but to the workers also, especially if the machine is heavy. A girl working a "Thomas's No. 3" machine had to use both feet, and after about six hours became fatigued. They never complained of their legs, and would not actually leave off, but they could not do so much afterwards, and were away from work every now and then, owing to this fatigue, I believe. Now they can work the full time without any fatigue, the feet being merely put on or off the treadle to start or stop the machine.

The factory is whitewashed once a year, and the work-rooms are shy and light, and warmed by stoves, and the windows open. During the full meal-time the rooms are all heated, the operatives going home. The staffing of the machines is all well fixed. The machine range is, I think, about 325 feet long, and the upper story open to the roof, the finishing range a little shorter; also open to the roof.

The females are all of the poorest classes. Their wages vary. A few of the younger, who wind thread

for the week, get 4s. or 4s. 6d. a week, (My ones 6s., and from that up to 10s. Great numbers of them cannot write, but I think that all can read.)

228. Glove making has been carried on in Limerick, but the only work of the kind that I found was confined to one small shop where the "Limerick Gloves" packed in a walnut shell are made, or rather are cut out, the material being given out to women and girls to sew at home.

[Seven of the youngest girls taken in succession all said that they could read. One however could not read, but the rest did.]

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BELFAST.

MR. McKIBBIN'S, MILLINER, &C., ADELAIDE PLACE.

229. Mr. McKibbin.—We make millinery, mantles, and dresses. In the season we employ about 15 persons, and out of it keep on about five of the best workers. Only one lives in the house, and there are none but paid hands. The hours are from 9 till 7, and we never work beyond 8, though in the two seasons, i.e., for about half a year, we perhaps do that three nights a week, and still 7 or 7½ the other three. When the trade stays late they are all paid extra, and I give them tea and bread and butter. I have great sympathy with this inquiry, and think it necessary and good, though in this town I think that the workers are comfortable and the hours good.

[Mrs. McKibbin remarked that in London she had been kept up till 1 a.m. while an

apprentice and had often fallen off her seat from fatigue.]

231. I visited another private house of the fashionable class and found little difference from that just described, except that no dress-making was done. The next is one of the smaller kind.

MISS J. STEVENSON'S, DRESS-MAKER, JOY STREET.

232. Miss E. Stevenson.—My sister has usually a few apprentices, from 12 or 13 years old, and a couple of paid hands. Only the paid hands ever stay beyond the time, and then never beyond 9½ p.m., unless there is a great hurry, when they have stayed here all night, working on packages till 12, and rising early, say at 7, to begin again.

233. Catherine Roddy.—Have only come here lately.

Have stayed one night. Worked at a large millinery, &c. shop in the town as apprentice, and afterwards as paid hand, leaving last year. The paid hands worked from 9 till 8, sometimes till 9 and 10—till 10 perhaps for a week together, and some mornings came at 8, but very seldom. The latest that I stayed in seven months was 10½, and it was over 11 when I got home. If as late as that, you must have company home.

234. Mrs. Mary McLeve, basket maker, Joy Street.—Clean and re-make bonnets. Employ an apprentice sometimes, but no one else. At Newtownards, a country town in the neighbourhood, where I served my time at the same business several years ago, I lived in the house, and though an apprentice only,

and not more than 14 when I went, I had no regular hours, but was often up at work at night till 12 and 1, but never very much later; it might be 1½ or even 2. The paid hands and other apprentices lived out, and worked from 9 till 7.

MESSRS. J. ARMOTT AND CO'S, DRAPERS, BRIDGE STREET.

235. Mr. David Cooper, managing partner.—I have had the practical management of the business here 18 years. We employ both milliners and dress-makers, but only the milliners live in the house. We mean to build better work-rooms. On Saturday nights the work used to be very late, after 11½ or even 12, now it is generally only till 10 for three months, and till 9 for the remainder of the year; the proper hour being 7 for one half of the year, and 6 for the other. They are not entitled to tea time, but on Saturday nights we always give them a supper of cheese and porter. They come at 9 a.m. We have to difficulty whenever in getting more hands when we want them. Most of the factories now pay on Thursday, which enables persons to make their purchases earlier, and also, as there are two days' work left, the

money is much less likely to be spent in drink. My experiment is entirely in favour of early closing and a half-day on Saturday. Even were the time not well used at first, this would not be at all a fair or sound objection to make to them; but, as a fact, the moral and intellectual condition of our young men has been very much improved by the movement, coupled with the means which we have provided for their amusement and instruction; and drink-making, which was very bad, has been greatly done away with.

236. Mrs. Dwyer, head needle-maker.—Saturday is the only night in the week that we are over after 7. (Repeat account of hours, as given above.) It is sometimes 11, but never later. I am trying to avoid any late work as much as possible, by getting the orders forward early in the week.

MESSRS. SCHWANN, KELL, AND CO'S, LINEN MERCHANTS AND SHIRT MANUFACTURERS, BEDFORD STREET.

237. The work-rooms, an attic at the top of a large linen warehouse, must be too close for health should the number employed in it become again what it has been, especially with the number of gas burners required for the sewing machines besides those for other workers. The workers were away at the time of my visit.

238. Mr. A. Wigglesworth.—I have charge of the shirt-making department here, which includes the making of gentlemen's under-clothing. It has been started a year or so. Only about 20 are employed

at it now; there have been 100. Their day is from 8½ till 6, with a dinner hour. If we are busy the usual practice is for them to come back at 7, after having tea, and work till a quarter to 10; but I never

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allow them to work longer, and they do not come before 8. Last year this over-time happened more or less for about four months of the year, and once for a month together. If I saw occasion for over-work for longer than this I should put on extra hands. At odd times, too, working over enables us to catch a steamer, e.g., to the West Indies, and save a month. Extra hands cannot always be got just on an occasion, as they must be skilled, so that the others must work. I think, however, that a limitation of the hours would not practically interfere with the business. I should then make all begin work at 6 regularly, so as to

ensure laying the work forward; and I believe that everyone else would do the same. A manufacturer could not afford to run the risk of the work piling behind and having to raise the rate of pay to draw additional hands to enable him to finish his orders. As work goes on you are liable to find that it will take longer than was calculated on, or some unexpected delay may arise. As it is now, I let the girls come late in the morning, though not quite so late as they wish, viz. 9, as I know that the time can be made up at night.

THE YORK STREET SPINNING COMPANY'S FACTORY, BELFAST.

292. In a portion of this large factory females are employed at sewing machines, &c., in one department making up linen into shirts, in another making it up into handkerchiefs. The former department was stated to be considered as subject to the factory regulations in common with the rest of the factory, the latter, where goods are also folded, not to be so.

240. *Mr. O. B. Graham*, partner, representing the Company.—We spin, weave, bleach, and finish linen, and employ from 2,500 to 2,600 persons. Our shirt-making department is merely subordinate to our general business, and is carried on only as a means of enabling us more easily to dispose of certain portions of our goods. Before the American war about 100 have been employed in it, but now there are not more than 30. As it is under the same roof with our factory, we are bound to observe the factory hours.

Whether we are or not, we should not have different hours if we could; it would not be convenient. The hands who work at this are of a superior class, corresponding to warehouse and shop girls, and, as such, keep quite distinct and have a separate entrance from those in the mill and those in the weaving factory, who are of intermediate grade. We do not, however, find any difficulty whatever in getting them to come at the factory hours; in fact, they are so glad to come that many more apply than we are able to take.

MESSERS J. AND W. ANDERSON'S, SHIRT MANUFACTURERS, BEDFORD STREET.

241. The top of the warehouse is used for the work, which employs about 100 females from 11 years of age upwards. Precisely the same system is pursued in giving out the shirts to be made up in the country as by the London factory.

242. *Mr. James Bullock*, manager.—This branch of the business has only been established in this house a few years. The day is 10½ hours, less a dinner hour, during which time the rooms are cleared. On Saturday work stops at 8, and in summer at 2. None of the hands ever work more than about an hour beyond the time, and that very seldom, and on alternate nights. If the hands were to work till 10 they would not be fit for work the following day; and my principle is, that over-time is no profit. It is never better to pay rather more and get more girls. But we can manage often by taking them from one branch in which we are not busy, and putting them on one in which we are so. If we discharged a great number when we ceased to be busy, we might have a difficulty in getting enough together as soon as we happened to be busy again, and might then have to work late. But the business is kept steady, and in a slack time the hands

are kept employed in making a stock, which is quite sold in shirts. This puts the house in a better position for doing business if a sudden occasion arises; and, taking both sides into account, is the most profitable way.

The workers are of a superior class, and, I should say, well educated. We were obliged to change this dinner hour slightly, so that they might not be thrown in with the workers coming out from the factory directly. The machinists get about 8s. a week, the needle-workers 7s., and the younger girls from 5s. The outside workers only get about half this rate.

243. *Miss Selina Dyer*, age 13.—Do needlework from 8½ till 7 in the summer half-year, and from 9 till 7½ in winter, with a dinner hour. Since I have been here, about a year, I have worked over only a few nights, and then not more than an hour. Was at school and did accounts.

244. *Miss Williams*, shirt-maker, M'Tier Street.—I take out work from a warehouse, and teach the use of the sewing machine in my house. In the last 10 months I have taught 70 persons, girls and women, of any age from 18 to 30, and have had as many as nine leaving at one time. They come just as they can spare time—none for more than four hours a day, and some much less; one comes in her dinner hour, some after their day's work. None take longer than a month to learn, for which they pay me

a fee of 12s. Some learn much quicker. One, aged about 20, learned well enough to make 22s. 6d. in her third pay, i.e., third fortnight; but she was unusually quick. Some girls only make about 3s. at first. About 7s. and 8s. is the regular pay at such work. I was in a linen warehouse myself four years. Our hours were from 8½ till 7, with a dinner hour, and till 2 on Saturday. We never wrought overtime, and if we were very busy only had to work the *huel* while we were at it.

MESSERS R. LINDSAY AND CO'S, PLAIN AND SEWED MUSLIN MANUFACTURERS, VICTORIA STREET.

245. *Mr. McCull*.—In addition to the warehouse business persons are engaged here in designing the patterns for the embroidery of the muslin, and printing them on it, and making up, finishing, and dressing the articles, which are of almost all kinds, for which muslin is used, e.g., as parts of ladies' dresses, infants' frocks, &c. The actual embroidery, or sewed muslin work as it is called, is done in different parts of the country by females at their own homes. We have had persons employed at it 150 miles away, and even as far as Cork. The number of persons employed in

the sewed muslin manufacture, especially in the district of about 20 miles in extent in this part of Ireland, was enormous seven or eight years ago, but since then the trade has been falling off every year, and there is now probably not a fifth of what there was.

The hours of work here are from 8½ till 7, with a dinner hour. If we are busy they work till 9 or 10 p.m. and, but very rarely, till 11. Sometimes they come at 6 a.m. and work till 10 p.m., but never make a longer day than this, as they cannot work later

and early bath. When they stay late they do not have a tea. There are two children under 10 here now, but as a rule we do not take girls unless they

have had their education or undertake to go to night schools.

Working
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Mr. J. E. White

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Messrs. R. Lindsay & Co's, EMBROIDERED LINEN MANUFACTURERS, KING STREET.

246. The only difference between the work done at this establishment, which employs a great number of females, and the work-rooms of which look like those of a regular manufactory, and that done at the Victoria Street warehouse just described is that the material is linen instead of muslin; the hours are the same. I was informed by the manager, Mr. McFarlane, that the hands when required have to work till 10 p.m., but do not have any tea time, but bring or send for biscuits, &c.

247. The following statement, kindly prepared for me by Dr. H. McCormack of Belfast, is, it will be seen, of a general nature, and not confined exclusively to the special classes of persons and matters with which I was concerned in Belfast. But the several parts, as treated by him, do not admit of easy separation without prejudice to each other; and the whole, while concise, points attention to many facts which it is important to take into account in drawing conclusions as to the effects of any manufacturing employment in which the poorer classes generally are engaged, and in, as I judge, specially applicable to the condition and circumstances of the Irish poor,—and many are very poor,—engaged in the making of shirts, stays, clothing, &c., both in and out of factories.

248. Dr. H. McCormack, Belfast.—Generally the ill-ventilated rooms in which children and young people work, occupied with close bed-rooms at home, windows not made to come down, and which in any case are not opened by night, lead to a great frequency both of consumption and scrofula. Windows should invariably be opened by night.

In all places where children or young people are employed a full hour's absence should be allowed for breakfast and a full hour for dinner. Where, as particularly in the mills here, three-quarters of an hour only is allowed for breakfast and dinner severally, many young women are not able to go to and return from their abodes in time. They breakfast and dine, therefore, on inferior tea and inferior white bread brought with them. Constipation of the bowels, anæmia, and general break-up of the health are no infrequent results. Good brown or even black bread of rye would be preferable to white; and wheaten-meat porridge would be preferable to tea. A penny annual of cookery, also, should be sold or even given away among the working classes, and the same would prove desirable in respect of health; that is to say, there should be circulated a little penny health manual, embracing the important points of food, meat, drink, clothing, exercise, ventilation, and warmth.

In many of the warehouses task-work or over-work is practised. The grocers' bags are paid over, the apprentices, I believe, are not paid extra, or always so paid. When a man and, a fortnight, a boy or girl, has worked all day long, a couple of hours extra work, night work, is so much poaching on the capital of life, and in the long run is fruitful in the extreme. It may be said that it is optional. It is not, however, always quite optional; but suppose it were, is it right to tempt work-people to the immediate exhaustion and eventual ruin of their constitutions? The day's labour should provide the day's sustenance. Besides, it is thoughtless if not cruel, to subject young boys and girls, at a critical period of their lives, to extra toil during those hours which should properly be devoted to home duties, home influence, self-improvement, and rational healthy recreation.

DROMORE.

Messrs. J. Harrison & Co's, SHIRT-TRUST, &c. MANUFACTURERS.

249. Mr. J. Harrison.—We make embroidered shirt fronts, ties, &c., but we are going to extend our manufacture to other work, e.g., blouses. We employ in the factory about 120 persons, chiefly females from 12 years of age upwards. For a short time we were treated as under the factory laws, as we use steam for the sewing-machines, and we have kept to the

factory hours ever since, which are an hour shorter than our former hours; except on occasions when we work a couple of hours or so for two or three nights to finish an order, e.g., for a steamer going to the West Indies; but we never work beyond 9 p.m. The smooths must all be given women.

250. I visited another factory at Dromore,—that of Messrs. Harrison, Bros., in which the business is precisely the same and carried on in the same system as that just described. I also visited a small warehouse where the only employment was that of a few females engaged in smoothing, i.e. getting up linen just as in a common laundry. This work is usually very hot from the steam and iron from the stoves.

Dromore.

REPORT upon the MANUFACTURE of WEARING APPAREL, by Mr. H. W. LORD

TO HER MAJESTY'S COMMISSIONERS.

PART I. ON DRESS-MAKERS, MANTLE-MAKERS, AND MILLINERS.

GENTLEMEN,

1. In this first part of my Report I have the honour to call your attention to the evidence, which I have collected, relating to children and young persons employed by dress-makers, mantle-makers, and milliners, both in wholesale and retail trades. Besides the metropolis, to which most of that evidence refers, I have visited Bath, Brighton, Bristol, Cheltenham, Exeter, Hastings, Leamington, Plymouth, Portsmouth, Ryde, and Torquay. The evidence on this branch of my subject, taken in those provincial towns and watering places, is confined to retail businesses. During my stay in Manchester last year I obtained the evidence as to the wholesale trade in that town, which I now append.

2. At a very early period of my inquiry it became evident that, throughout the whole range of women's work with the needle in the manufacture of wearing apparel, the degrees of difference in the nature and conditions of their employment were so small as to make any limit, short of that whole, at once unsatisfactory and impracticable. I accordingly, with your approval, extended my investigations to various cognate employments, and obtained information, which I propose to lay before you in the second part of this Report.

3. I have been led to treat of dress-makers, mantle-makers, and milliners under one head, because I have found generally two, and not unfrequently all three, of those occupations carried on under one principal and upon the same premises. It must, however, be remembered that the occupation of a milliner is wholly distinct from that of a dress-maker. Not only is the manufacture of millinery far less laborious and more attractive work, but it is comparatively rare for milliners to undergo the excessive protraction of their hours of work, which is still prevalent among dress-makers. As a rule, in London retail businesses, the milliners, who work late and long, are assisting dress-makers in private establishments, where persons of both classes reside upon the premises.

4. In mantle-making the employers of dress-makers and of milliners respectively find themselves on common ground; that occupation is also the point at which the wholesale and retail trades are brought together. All dress-makers make mantles for their customers, or get them made; many milliners, silk merchants, and drapers, both in London and in the provinces, although they may not have "gone into" dress-making, both employ mantle-makers on their own premises, and give work out to others who do so. In several wholesale millinery and other warehouses in the City the manufacture of mantles forms an integral part of their business; this is in some cases conducted on premises under the direct control of the principal of the whole establishment, but far more frequently is carried on by persons between whom and such principal no connexion exists beyond that created by the execution of the work at a given price; this is the case also with the manufacture of millinery for such houses.

5. Although this part of my report, as well as that upon the cognate employments to which I have already alluded, will deal chiefly with the occupations of women at their needle, I have found it impossible to avoid all notice of those engaged in the shop or saleroom. In the wholesale millinery houses also there is much employment of a nature substitutional, so to speak, for needlework proper, as, for instance, the making of cap and bonnet fronts, or "blond borders," and of robe trimmings,* in which heat produced by means of steam or gas is applied to hand "machines"† of a simple kind to give, more cheaply and more rapidly than the needle, a form and a cohesiveness sufficient for the market for which they are intended.

6. But of all the devices by which needlework has of late years been supplanted, that of the sewing machine is probably destined to exercise the greatest influence over the widest surface; for not only do the nature of the labour to be performed and the degree of skill to be attained give to the "machinist" a character wholly distinct from that of the ordinary needlewoman, both physically and intellectually, but the additional mechanical power, which is thus made available to female workers, puts them on a par with the male sex in many occupations of needlework, in which the manual strength required hitherto has practically given a monopoly of that employment to the man. I shall have occasion hereafter to notice the use of the sewing machine by boot-makers, tailors, and others. I mention it now partly because the manufacture of the heavier kind of cloth mantles seems in effect to be more allied to the work of tailors than of dress-makers, and therefore to illustrate the practical difficulty of drawing a line, even for a temporary purpose, at any place short of the whole extent of needlework. My chief object, however, is to justify the pains at which I have been to ascertain from "machinists," of the class of which I am now treating, their individual experience of the effect of the use of the sewing machines upon the health of those who use them.

7. To these preliminary remarks it seems well that I should add a few others, more particularly concerning the quality of the evidence which I append, and the circumstances under which in some cases it was obtained. I adopt this course because of the peculiar conditions under which the retail business of milliners and dress-makers is conducted. All the workers, all the customers, and most of the principals are of the female sex. In every establishment of any standing, both in London and in the country, some of the workers are boarded and lodged upon the premises of their employers; in most fashionable dress-makers' houses at the West End, and in many of the first-rate provincial houses, the majority, and in not a few cases the whole, of those employed on the premises reside there.

8. The consequence of this state of things, as concerning my duty of obtaining evidence, and discriminating with regard to it, has been to furnish a singular contrast to the other trades and manufac-

Mantle-makers.

Employment other than needlework.

Sewing machines.

Nature of evidence.

* As to robe trimmings, see No. 195. Mr. White, in his report upon lace finishing (1862), p. 164, has already noticed the cap and bonnet front manufacture.

† This is the case also in wholesale millinery houses in the City, but the remarks on this point are not intended to refer to them.—H. W. L.

tures, which have hitherto occupied my attention, and supplied material for the reports which I have forwarded to you.

9. In the first place, from various motives, names have been almost universally withheld, except in the case of employers, and even they have in several instances desired me to distinguish their evidence only by initials, or by a still more ambiguous designation. In many cases the mere dislike of publicity has led to this result, particularly with foremen and first hands, or young persons just commencing business for themselves. A stronger motive, the fear of being noted as informers, has led many others to request that their names should not be mentioned. Under these circumstances I had reason to fear that the irresponsibility attaching to all anonymous statements might induce some to be reckless in their assertions, even if they did not indulge a feeling of personal ill-will. Whenever, therefore, I have been dealing with those who gave me evidence relating to persons who were not represented on the spot, I have in the first place taken the evidence without informing them that their names would not be mentioned, but afterwards have asked them, if they would object to my giving their names. Whenever, as in most cases, they have objected, I have always made strict inquiries of their employer, foreman, or some one else, who might have had opportunities of judging of their truthfulness, whether statements of such a nature received from the particular person were to be relied on. Whenever any doubt has been expressed, I have been careful to exclude that evidence, or make further inquiries in other quarters before retaining it.

10. I have in comparatively few instances preserved the evidence of the employed given to me on the premises, where they were working. In most cases this was merely confirmatory of the information previously given me by the employer or manager, and, whether true or untrue, is equally open to the suggestion that it was prompted by their influence. I am bound to say that many employers have dealt very straightforwardly with me, and have been desirous that all my questions should be fairly answered by any one in their employment, to whom I might choose to put them; but it was very obvious that the girls themselves spoke to me under considerable restraint, when the existing arrangements of their house were discussed in the presence of any one in authority, or even upon the premises where they were engaged. In this respect a much more independent feeling seems to exist among those employed in work-rooms of silk mercers and drapers, than in the so-called private dress-making establishments, both in London and in the provinces.

11. I have no doubt that much more could have been "got out" of the girls, of whom I asked questions in their work-rooms, had I adopted generally a system more analogous to cross-examination. But for two reasons I preferred to trust to other sources of information; one, because I conceive such practice to be foreign to the spirit of your instructions; the other, because, when in one or two cases of great suspicion I attempted that course, they so very readily betrayed themselves, and were evidently so distressed and apprehensive of trouble for having done so, that I felt it to be unfair to them to persist. I must also state my opinion that some employers, having what is termed "a first-rate connexion," did not hesitate to give me information, which nothing short of a total ignorance of the way in which their own business was conducted can save from the imputation of being wilfully deceptive.

12. Before proceeding to refer you under the several heads of this report to particular portions of the evidence, I should further remark that the statements of all the witnesses relate to a period limited by the last six years, except where a more distant time is expressly mentioned; and that I have not retained the evidence of more than two persons concerning the same house of business, except in cases where, by the principal's name being given, the contrary appears.

I. AGE.—SEX.—NUMBERS.

13. Very few, if any, girls are employed in even second and third rate establishments under 13 years of age.* Most are apprenticed at 14 or 15. In fashionable houses at the West End it is rare to find any under 17 or 18. It is still more rare to meet with a milliner or dress-maker in such places much over 30. In wholesale millinery houses in the City I found a few of 18, and in Southwark and suburban districts, where millinery and mantles are made for City warehouses, there were some little helpers as young as 11 or even 10; several who were engaged in similar work at Manchester had begun at 10 and some at 9 years of age. Where sewing machines are used in any number beyond three or four, occasionally girls of 11 and 12 are found, who help the machinists by winding their thread on to the spools and fetching articles for them.

14. With the exception of overlookers in some of the millinery departments of wholesale City houses, such, for instance, as the frill-making, none but females are employed in the work-rooms.

15. According to the last census returns, the number of milliners and dress-makers in England and Wales amounts to 286,298, of whom 54,670 are in the metropolis. These are distributed in very varied proportions; some "private" houses at the West End have from 30 to 40 residents; one celebrated house over 70; but the usual number of residents varies from 8 to 16. In some establishments of silk mercers 20 or more reside besides the saleswomen. The largest number of residents in any private house out of London visited by me was 15; the number of residents in the provinces seldom exceeding 8. In wholesale City houses some few reside on the premises, but most of the residents are saleswomen.

16. To the residents must be added in many cases, even of private houses, a certain proportion of day-workers; in most provincial towns visited by me nearly two-thirds were as a rule day-workers. In such towns, however, there are usually one or two, and in the West End of London there are still many, who will not employ day-workers at all. In most silk mercers' establishments, if work is done on the premises, day-workers are employed. One such house in Regent Street has no workwomen resident. In the wholesale City houses nearly all are day-workers; some employ as many as 300 on their premises at one time; in the suburban manufactories also, both of millinery and mantles, though the numbers are fewer, seldom exceeding 40 or 50, all are day-workers. In all places their number varies considerably with the time of year, according to the busy season of the particular locality or branch of trade with which they are connected. It is very difficult to arrive at a fair estimate of the extent and

Dress-makers,
As.
Mr. R. W. Lord.
C.
Anonymous
evidence.

Evidence given
in work-rooms

Number:
1. Of residents

2. Of day-
workers.

* Under the head of milliners and dress-makers the census returns for 1861 give 6,759, or not quite 1 in 50, as the number under 15 years of age for the whole of England and Wales.

Dress-makers,
 &c.
 Mr. H. W. Loed.

C.

Hiring.

Wages:
 1. Of residents.

2. Of day-
 workers.

3. Of mantle-
 makers.

Ventilators and
 overcrowding.

II. HIRING.—WAGES.

17. Milliners and dress-makers are usually apprenticed at about 14 years of age for two or three years under a regular indenture. Many fashionable houses have given up taking apprentices; where they still do so, they seldom have more than one or two; these usually live in the house, and pay a premium, often as high as \$04, and rarely under \$02. Out-door apprentices are more common in the country or in an ordinary London house. Many reside for improvement for six months or a year in a West End house; for this improvement a large premium is frequently paid. Some go for improvement even after they have been in business for themselves. Apprentices are sometimes taken in wholesale houses; they are never residents; some are as young as 15 and 12. Others learn their business of one of the older hands without any formal apprenticeship; others again are apprenticed for three months only.

18. Residents, other than apprentices or improvers, receive salaries, in most cases on yearly engagements, but not unfrequently for the season. This is the case both at the West End and in the wholesale City houses.

19. Day-workers in retail businesses, both in London and the provinces, are usually paid by the week; it seems, however, that the contract is occasionally treated by some employers as one for the day only, and the girls are turned off without notice at the end or even in the middle of a week (No. 38). In wholesale businesses their payment is by the piece; this is the case also with the mantle-makers who manufacture for City houses. In some cases these milliners have little helpers, whom they hire and pay themselves. Machinists are not apprenticed, but are taught either by those who sell the machines, paying from 6s. to 10s. 6d. for six lessons, or on the premises of the employer, to whom they give their time for three or six months in lieu of premium.

20. The salaries paid to residents vary considerably; milliners are usually higher paid than dress-makers. At the West End the salaries of assistants are variously stated as from 8s. to 16s. a year in ordinary, and to 20s. in court, businesses; those of second hands from 10s. to 20s. in the former, and to 26s. in the latter; while first hands receive from 30s. to 70s., and more in some cases. The payment of residents in the wholesale City houses is as high as those of court milliners. The rate of wages for residents in the country is much the same as that of the ordinary dress-makers at the West End.

21. Day-workers in the West End receive from 8s. to 12s. a week with their tea; a few of the best have as much as 18s. and 20s.; some of the inferior hands in other districts are not paid more than 6s.; milliners who work in shops have their dinner sometimes as well as their tea found them. When they are paid by the piece, as is the case in the City, their earnings are much higher; in one case they average 1l. a week, some making 8s. a day between 9.30 a.m. and 6.50 p.m. In another case the wages' book showed an average of 15s. In provincial towns some earn only 5s. 6d. and 6s., and though others earn 11s. and 12s., the average does not exceed 7s. 6d. or 8s. a week.

22. Mantle-makers' earnings when day-workers vary usually from 8s. to 12s. a week; when paid by the piece, good hands make 14s. or 15s. a week, and some as much as 30s. Machinists as a rule earn much more than hand-workers; middling hands in the City houses earn from 14s. to 20s., and some very good hands earn 35s. a week, working 12 hours a day. In suburban districts I found that 35s. had been earned in a week by machinists, but in that case they had worked three times in the week from 8 a.m. to 11 p.m. These figures I obtained by examination of the wages' book in several places. On the other hand it appears from the statement of a forewoman (No. 164) that some middlemen, who work for wholesale houses, pay so little, as to make 5s. 6d. the weekly earnings of an average worker between 9 a.m. and 8.30 p.m., even machinists receiving no more than from 8s. to 9s. In the country some are said to be paid as little as 3s. and 4s. a week (No. 115).

III. STATE OF PLACE OF WORK.

23. The work-rooms used by milliners and dress-makers, whether in wholesale or retail trades, would be in most cases unobjectionable, were precautions taken to provide such ventilation as would ensure the escape of the foul air and the admission of fresh air without causing draughts. In many of the larger establishments of silk mercers and others of that class contrivances for this purpose have been more or less successful, especially the invention of Mr. Watson, which, although applied in most cases to large rooms, such as those of Messrs. Shoolbred, has been at Messrs. Howell and James' adopted with great benefit to ventilate a number of ordinary apartments, which open on to a common wall staircase. This result is effected by having the chimney of the ventilator placed at the top of the staircase, which acts as a kind of shaft, communication between each room and the common staircase being maintained by means of a panel over the door moving on a horizontal pivot at the centre.

24. The fact however remains, that too many work-rooms, particularly in "private" houses, are, in the season, so overcrowded as to render useless any mere window-pane or chimney-valve apparatus; in not a few ventilation is wholly disregarded; while in others it is so ineffectually carried out as to expose, if not to justify, the very common practice of workpeople to block the ventilators up for fear of the tooth-ache and face-ache, which are certainly very common among that class. To persons accustomed to sedentary pursuits in crowded and ill-ventilated rooms, the dislike to "fresh air" manifested by those who work under such conditions seems almost incredible; the explanation furnished by the superintendent of one of the Houses (No. 84), is no doubt the true one, namely, "that working constantly in close rooms does render them very prone to catch cold, if there is the slightest draught."

25. It appears that by a little extra trouble and outlay this difficulty may be at least partially overcome: in one private house at the West End, that of Miss Jones (No. 17, South Audley Street), where unusual attention has been paid to the ventilation of the work-rooms, I learnt that the use of one of Messrs. Batty and Steven's ventilating grates had been followed by considerable improvement in the atmosphere of the room in which it was placed. The room in question, as is not uncommonly the case both in London and in other towns (Nos. 32, 20, 22), is on the basement level.

pitched, and very dark in winter, so that much more gas is required there than in the upper rooms. The grate is of an ordinary kind, but has at the back of the fire an iron chamber communicating through the wall with the external air on the one side, and with the work-room by means of a grating at the side of the fireplace on the other. By this contrivance the air is admitted from without, cool in summer, when there is no fire, warmed in winter, when the fire is lit, by its passage through the heated iron chamber. The young lady, who showed me the room, stated that the occupants had found great benefit from this mode of introducing pure air without incurring draughts from open windows.

Dress-makers,
&c.
—
Mr. H.W. Lord.
—
C.

26. The value of ventilation is signally illustrated by the state of Messrs. Shoethred's work-room; in respect of mere number, that room would be called overcrowded; but so excellent was the system for maintaining without draughts a constant supply of fresh air, that I perceived no offensive closeness, on either of the three visits that I paid; the number then in the room was 100, which gives 202 cubic feet per head.*

27. "These rooms," says a forewoman, speaking of mantle-makers' premises, "are very dirty and crowded." One "was a low room, and so filthy that the walls absolutely shone with grease. I should not think it could ever have been cleaned." (No. 164.) My own experience of some cases confirms this. So a first hand at Brighton who had worked in a City mantle house,— "The houses are well enough, but the rooms were very overcrowded. I have seen the steam running in water down the walls when the gas is lit in the evening." (No. 177.) Another is described as a kind of loft without any fire-place or stove, very cold on some days, and very close on others. (No. 168.)

Evidence as to
London work-
rooms.

28. The state of things is seldom so bad as the above among dress-makers; but at some houses, even in fashionable parts, greater attention might with advantage be given to keeping the rooms clean and sweet. "The heat is oppressive," at one such house, "from the hot irons, which have to be kept over gas fires, is very oppressive." (No. 43.) At another "the work-room was very close; the girls faint very often; they used to go and get some water, and work on again." (No. 47.) A third "was a small room downstairs where we worked by gaslight. . . . it was quite unventilated, and the steam used to roll down the walls like water." (No. 44.) In several which I visited at the West End, both floor and walls were far from clean.

29. The work-rooms used by milliners and dress-makers in provincial towns are in most cases tolerably good; exceptions, however, occur with sufficient frequency to call for observation. At Torquay, "the rooms were very small. They used to come upstairs in the evening quite beaten with the work, and go into hysterics from exhaustion and the heat of the gas; they used to get quite dizzy with stooping over their work." (No. 121.) So with one of the best businesses at Southport, "everything was dirty; the work-room was never cleaned, except by the apprentice clearing up the shreds. I never was in so miserable a place." (No. 40.)

Provincial
work-rooms.

30. With regard to millinery shops I should observe that in many cases some of the work is done in the show-rooms, which are generally airy and cheerful; dresses "make too much of a fitter," so the dress-maker is always out of sight.

Milliners'
shops.

31. Again, with regard to bonnet-front and ruche trimming manufactories, "It is most essential," observes Mr. Harrison, (No. 139), "for the health of the workpeople in our business, to have large rooms and plenty of air. You see, a great many gas-stoves are always in use for the guffering machines and for heating the cradling irons; there would be no existing in a confined guffering-room." "The work-room" (says one who had worked in a factory near Smithfield) "was quite dreadful; it was very low and very crowded, and when the gas was lit it was scarcely bearable. A few used to faint; I wonder more did not." (No. 187.) So Mr. Tracey, of Manchester, had adopted various means for providing ventilation in his establishment, "but still the steam and gas make the place unwholesome." (No. 210.)

Bonnet-front
factories.

32. In very many cases, and more especially among mantle-makers and wholesale milliners, I find it usual to have the gas burners lit to warm the room in cold weather. The reason alleged for this is, that in crowded rooms the present fashion of women's dress renders a fire dangerous; in some rooms, however, there was no fire-place. The consequence is that the atmosphere of rooms, already rendered close by the number of occupants and the total absence of any ventilation, was found by myself as early in the day as 12 and 11 a.m. to be sensibly unwholesome. In some cases not only did gas burners supply the place of the ordinary fire, but the fire-place was wholly boarded up. Where several machines are used, the increased amount of oxygen consumed and animal heat evolved by the greater activity of the whole body of the workwomen makes attention to ventilation even more important, especially when gaslight is needed, as each machine usually has a separate jet.

Warning by
gas.

33. The state of the bed-rooms occupied by the residents has formed the subject for much comment. My own inspection of a large number in London and in some provincial towns has satisfied me that descriptions given by the girls themselves, whether of bed-rooms or work-rooms, must be taken with some qualification. I must, however, observe, that the accommodation for sleeping provided, not only by provincial milliners and dress-makers, but in the establishments of silk mercers and milliners, who have shops, in London, is decidedly superior to that of many, who style themselves court milliners and dress-makers, and live within the precincts of the fashionable world. The disproportion in size of the rooms to the number of their occupants, the absence of all but the absolutely necessary articles of furniture, and the air of utter discomfort prevailing in some houses of that class are noteworthy. I am happy to be able to add that such a state of things is far from being universal even at the West End. The following cases are, however, within my own experience:—

State of bed-
rooms.

34. "The rooms were very bad," says a first hand; "I could touch the ceiling of our work-room with my hand; the bed-rooms were shocking; in the height of the season three slept in a bed; our bed-room was so damp that the water would run down the wall." (No. 33.) This witness had to leave in

* When at its fullest the proportion is only 160 cubic feet per head, but I was told that even five it did not seem oppressive. It should, however, be observed that the present working in this room are of a class whose mode of life and social position would make them feel less likely than the residents in "West End" houses, either to be sensible of or to suffer from, a close and oppressive atmosphere.—H. W. L.

Dress-makers,
&c.
—
Mr. H. W. Lord.
C.

consequence of her health, and two of "her girls" there had died of consumption. "Even in good" houses bed-rooms have not been white-washed for four or five years." (No. 40.) "The only bad" thing there was the sleeping; eight of us used to sleep in a room in which there was a sink where "all the slops were emptied; that was very unpleasant, and unwholesome too, I think." (No. 57.)

I have met with but one authentic case of the work-room being used as a sleeping-room. (No. 4.) The fact of one such case being in evidence, and the great stress laid by another witness (No. 32) upon it, as an existing evil, make it probable that other instances are to be found, but I am convinced that they are very rare.

35. I give below a table of the number of cubic feet per head contained in several work-rooms and bedrooms measured by me. In all of these there was either no system of ventilation whatever, or that which had been attempted, had been made ineffectual by the occupants. I regret to say that my notes of two of the worst cases of sleeping apartments are missing; they gave the number of cubic feet per head as something under 200. I should add that no two of these dimensions refer to the same house.

TABLE OF NUMBER OF CUBIC FEET PER HEAD IN WORK-ROOM.

Name of Business.	Locality.	No. of Persons in Room.	No. of Cubic Feet per Head.
Milliner and dress-maker (Court)	The West End	35	94
Silk mercer, &c.	"	39	107
Milliner	"	9	130
" and dress-maker (Court)	"	18	126
"	"	35	150
"	"	37	154
" (Provincially)	Brighton	25	100
"	Chesham	16	151
Madef-maker	The City	35	90
"	Southwark	20	85
"	Heaton	30	103
"	Bilington	22	131
"	Marylebone	25	144
"	Brighton	11	112
Bromsgrove.			
Milliner and dress-maker (Court)	West End	2	173
Silk mercer, &c.	"	7	238
Milliner and dress-maker (Court)	"	4	243
"	"	4	243
"	"	4	252

36. With regard to the number of persons who can without injury to their health be safely put into one work-room of a given size, I received some very useful information from Mr. Stuart of the firm of Stuart, Taylor and Co., wholesale milliners, Old Change; that gentleman stated that they had area enough for nearly 400 persons in their three work-rooms, but had found that when so many as 180 were in one, several fainted;* they had therefore limited the number to 100, there being one or two more occasionally, and thereby raised the proportion of cubic feet per head from 203 to 264; since that regulation had been in force no fainting had occurred. At the time of the 180 being there, the system of ventilation was the same as that found successful with the smaller number; the room on the lowest floor of the three is ventilated by means of perforated plates at one end of a horizontal shaft in the ceiling, communicating with the outer air through a hole in the wall of very much smaller dimensions than the shaft; that on the topmost floor by means of canvas stretched all along the centre of the ceiling below a sloping roof, in which are placed venetian shutters; a long well from the side of this room communicates with the middle one.

IV. TREATMENT.—MEAL TIMES.—HOLIDAYS.

Treatment. 37. Complaints have been made from time to time upon the absence of any arrangement in many houses for a separate sitting-room for the residents, and also upon an alleged practice of providing no dinner on Sunday. The latter case is, I believe, rare in any respectable house (No. 87); for a sad instance I refer you to Miss Bonnell's evidence. (No. 82.) The former grievance has been made too much of; it is fair to use it as an argument, when the privilege of a private house is brought forward on the other side, but granting that these are houses of business, a work-room, if decently kept, well ventilated, and of proper size, might with very little trouble be made comfortable. Some of the rooms, in which the dinners are served, are extremely wretched, little better than back kitchens; but here again any generalizations would mislead.

38. Observations will be found throughout the evidence as to minor social grievances into which it would be fruitless for me to enter further. I have, however, retained them, inasmuch as they illustrate the condition of residents generally. They may become an important element in contrasting such conditions with that of the day-worker, to which some employers allege their residents will inevitably be driven, in the event of any legislative interference with milliners and dress-makers to regulate the hours of work or to place the premises under inspection.

39. It may be affirmed generally that the residents in large establishments of silk mercers and drapers at the West End have shorter hours, better accommodation, and more comforts than in private houses (No. 80); the girls themselves appear to appreciate this; for the silk mercers, &c. are said to have "almost any one they choose of the best workpeople." (No. 73.)

40. Upon the whole I think that the girls are inconsiderately, but not harshly treated; even when complaints are made with some justice, the origin of them is more in the absence of little comforts than

* Size of room in question stated to be 75 x 25 x 11 ft.—E. W. L.

† See also No. 75.

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in any deliberate personal unkindness. I believe that one-half of the troubles of dress-makers arises from the business being commonly in the hands of unsystematic persons; from ill-managed work-rooms, and ill-ordered households. Much of the discomfort arises from irritability of temper, and want of judgment, on either side. There are hard masters and mistresses in this business as in others, and some have steadily set themselves to disbelieve every account of injury to health arising from the hours of work or other conditions of the business. Such persons may be strictly just in their own dealings, and may fairly hold an opinion limited by the extent of their experience. But, in the face of the evidence which has been given me, to entertain such disbelief would be an insolent mockery of suffering.

41. Residents, both in the West End and in the country, have, in the season at all events, too short a time for their dinner. Several witnesses describe it as a mere scramble, about 10 minutes being devoted to it. (Nos. 58, 89, 94.) Even day-workers sometimes have no more time allowed, for though they usually have an hour, if they leave the premises for that meal, they often bring their food with them, when they are very busy. Piece-workers are said to hurry themselves; and no doubt their desire to earn as much as possible in the hours of work may well produce the same result as the desire of an employer to get all he can out of one who is paid by the day. The time at which this meal takes place at the West End is usually between 12.30 and 2 p.m.; tea from 4 to 5 p.m., and supper at 8. "Sometimes we get quite faint with waiting from breakfast, at 8½ a.m., till 2 p.m. before we dine." (No. 88.) If work goes on after 12 p.m., some extra refreshment is commonly given; it consists either of tea or coffee and bread and butter, sherry and sandwiches, or bread and cheese and beer, according to the style of the establishment. Cases, however, have been mentioned to me of girls working from supper time, 9 p.m., until 2 a.m. without any additional meal. (No. 67, and see No. 85.)

42. As a general rule I believe the quality of the food to be good, and the quantity sufficient. It is, no doubt, plain; more vegetables and a greater variety of dishes might be had without much trouble and with great benefit. In many cases also there is room for more attention to the cooking and the trifling arrangements of the table; but upon the whole the cause of the complaints, which are made from time to time, is to be found chiefly in the artificial craving for piquant relishes, which, under the condition of long hours of work in heated rooms without exercise, constantly usurps the place of wholesome appetite. There are many who would say with Mrs. Day's first hand, a young lady who appeared the reverse of fustian or fastidious, "I have sometimes taken quite a dislike myself to some sort of food," "mutton for instance, and really could not eat it, though it was very good and very well cooked." (No. 18.)

43. I believe that in all cases residents are allowed to have a fortnight or a month's holiday in the dull season. This in the West End of London takes place between the end of July and the middle or end of September. How essential such an opportunity is, to enable them to resist the strain upon their physical powers produced by the work of the season, is very fairly stated by the first hand whom I have already quoted. After mentioning an extraordinary pressure of work upon those employed in the house where she was, she continues, "one was certainly knocked up by it; she had not been away into the country for two or three years before; we all want that after the season; every one needs a 'thorough change.'" The girl referred to told me that she had had her regular holidays every year before her illness, but had not gone into the country, as her friends lived in London. (No. 12.)

44. In some establishments in London work occasionally ceases at 6 p.m. on Saturday, but the Saturday half holiday, as understood by young men in houses of business, is a thing unheard of among fashionable dress-makers. In many provincial towns Saturday is "the latest night of the week." (Nos. 119, 139, 142, 145, 148, 150, 176, and see 240.)

V. HOURS OF WORK.

45. It has been frequently asserted, and I believe with truth, that there has been a general improvement throughout the country with regard to the hours of work, as compared with those which were common in many parts 20 years ago. Among dress-makers and milliners in provincial towns and in the wholesale City houses this is certainly the case. (Nos. 102, 111, 117, 128, and see 249.) No doubt instances are still to be found in such places of very excessive hours of work, as, for example, those at a draper's at Swansea (No. 149), where work went on from 8 a.m. to 11 and 12 p.m. for most nights week after week. A similar case occurred at Torquay. (No. 121.) At Bristol, five years ago, a first hand had frequently worked, two or three times a week, from half past 6 a.m. to midnight. (No. 161.) Again, at Southampton, four years ago, work lasted from 8 a.m. to midnight always, for a month (No. 40); and at Brighton from 9 a.m. till 11 and 12 p.m. for some weeks recently. (No. 143.) The case also of a girl at Birmingham who worked for four or five weeks before Christmas from 8 or 9 a.m. to 4 or 5 the next morning, and till 3 a.m. on Christmas morning (No. 102), is another proof that there is still much excessive work in particular establishments; as is the account given (No. 97) of the house at Windsor, where the usual hours throughout the year are said to be from 8.30 a.m. to 10 p.m., and work through three successive nights formed the climax of extraordinary pressure.

46. I must, however, observe, that with three exceptions these statements refer to places which I have not visited, while my inquiries in the excepted places, Bristol, Torquay, and Brighton, satisfied me that those hours were not characteristic of the trade there. Of those visited by me I consider Cheltenham and Exeter to have the latest hours. In the first-mentioned place they had worked at one establishment from 8.30 a.m. to 11 p.m. for five weeks every night but Saturday (No. 98); this was in 1899. The extreme term spoken of was in one case from 7 a.m., in another from 6 a.m., till midnight three, four, and five times in one week. (Nos. 93, 94.) So in Exeter one girl worked from 8 a.m. to 11 p.m. every other night in a week for six weeks in the spring and in the fall, and from 8 a.m. to 11 p.m. for every night in one week, sometimes till 1 and 2 a.m. (No. 129); another from 8 a.m. to 10 p.m. usually in the season, but 11 p.m. and 12 at times. (No. 127.) In Bath (No. 115) twice or three times a week in April and May from 8 a.m. to 11 p.m., in Leamington at one house twice, at another three times a week in the season (Nos. 101, 166), for the same length as in Bath, with one instance of working from 8 a.m. to 1 the next morning twice in three weeks (No. 103), were the extreme cases.

47. On the whole, therefore, I may fairly state that in such towns as I have visited, the hours of work in the season, the pressure of which lasts for perhaps two months at two periods of the year, though

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they in several cases reach 14, very rarely exceed 15 hours in the day, and that it is unusual for them to be as long as 15 on more than three days in the week. I do not mean to say that even these hours are not too long, but that as compared with what the hours of many houses at the West End in the four months of the London season still are, or with those which were common in the same places 20 years ago, the hours now general in those places show a decided improvement in the system under which the business is conducted. Indeed in several places those who had leading businesses, though they were private dress-makers, had found that they could, even in the season, get through in 12 hours a day enough to satisfy both their customers and themselves. The evidence given on this point by Mrs. Gilling, of Cheltenham (No. 88), and Mrs. Wilkins, of Bristol (No. 117), shows very signally how much can be done in this matter by system and resolution.

In London.
 The season.

48. It is in the West End of London, and for the most part in the private establishments of fashionable dress-makers there, and not at the houses of silk mercers who have a dress-making department, however fashionable their connexion, that oppressive hours of work are still the rule for the three or four months between March and July, of which the London season consists.

49. The evidence which I have taken upon this point, and which is considerably more than that which I lay before you, bulky as that is, has fully satisfied me that the usual hours in such private houses during that period are at least 14 and more commonly 15 a day, from 8 a.m. to 11 p.m., while many week longer even than that. In the week before a drawing-room, of which there are three or four in a season, these are exceeded constantly to the extent of two and three hours for several nights, and on the day and night immediately preceding the drawing-room it is a common thing to work for 20 hours, and not unfrequently the whole night through.

1. Residents.

50. For example, a young woman who has been in business for herself for a year, states (No. 36), "I have occasionally worked from six to one morning until four the next; that was very rare, but from 8 a.m. until 3 the next morning I have worked, night after night for weeks together, except on the Saturday, when we left off sometimes as early as 7 and always before 12." Mrs. Cotton (No. 39), "We were always up by 6 a.m., and never in bed before 12 p.m. from April to the end of June; often and often we were later." This was in 1861. Another young girl, B.D., in speaking of two previous situations, uses an expression undesignedly, which gives a very strong confirmation of the extent to which late hours occur: "They were not late houses, not what I call late; we never worked after 12 or 1 at night in the season, from about 8 a.m., generally speaking; that is as late as we were here. I worked here 18 months ago from 7½ a.m. to 4 the next morning on the drawing-room night; we had worked every night that week till 12 and 1 from half-past 7 in the morning." (No. 43.) This witness was one of the few whose evidence I have before mentioned as being obtained by a species of cross-examination; it was given in the presence of her employer, who was apparently much vexed, but did not contradict a single statement.

2. Day-workers.

51. Day-workers are generally considered not to work so long as residents. In London, however, many work occasionally very late. (No. 22.) This evidence was given me by a young day-worker, on whose truthfulness her employer told me I might rely: "At Madame's I have myself worked from 6.30 a.m. till midnight on Saturdays as well as other nights." (No. 45.) Another, a middle-aged woman, says, "Still I go at 4 a.m. sometimes, and sometimes I stay till 12. . . . One week last season was a very bad one; they had a large wedding order and a great number of trunks, for the last train was not sent out till 11 on the morning of the drawing-room day. I know that the girls in the house worked till 4 a.m. for three nights, and till 3 a.m. for one night, in that week; they never began before 8 a.m., we used to be there at 6 or 7." (No. 42.) So again, "I have stayed, even when I was day-worker, from 6 a.m. till 2 the next morning for two or three nights for several weeks together." (No. 58.)

Hours out of
 the season.

52. It has been said that fashionable dress-makers have to make all their profits in the four or five months of the season; there are not a few establishments however, where the hours are at least 14 for nearly the whole year round, and some frequently work in the autumn and winter 15 and 16 hours a day. Miss J. was "improver from September to June in a house notorious for the long hours of work. . . . During that time we usually worked until 12 at night. In the season we worked after 12 every night almost, for about two hours; then we used to begin at 6.30 a.m., before breakfast." (No. 47.) Mrs. Cotton (No. 39), whom I have already quoted, says, "we had to be in the work-room at 7.30 a.m., and never cleared till 11 p.m.; this was not in the very busy season; I was not there in the spring and summer." At another house the hours "were from 8.30 a.m. to 11 p.m. even in November. . . . Even at this season (December 1863) some houses are working late; an improver who lives where I live at present, because they have no room for her to sleep, has to be at a Bond street house to breakfast by 8, and does not leave till 11 p.m. . . . I know of one (house) where they have been working this November from 7 a.m. to 11 p.m." (No. 48.) Still, so far as I can ascertain, it seems usual to work only from 8 or 9 a.m. till 7 or 8 p.m., and even less, for four months in the year, and from October to December the hours do not ordinarily exceed 18 in the day.

Details of
 London houses,
 &c.

53. If any confirmation were needed of the real feelings of the girls themselves about the hours of the London season, the expressions of some who, after the experience of one or two seasons at the West End, have gone into City houses, or returned to country businesses, are quite sufficient. "Nothing shall induce me to go to a London house again; I feel quite worn now with one ordinary day's work; I think another season there would have killed me." This is the evidence of a first hand at Leamington who had been in London for the season of 1862, and was 26 years old when she went; "the room and the food were both very good in both places, nothing was bad but the hours." (No. 161.) So at Plymouth, "All that have had any experience of it complain bitterly of it when they come back again, and not only of the hours but of the want of comfort." (No. 136.) "I assure you," says a freewoman in a City house, "I would not go back to live in a private (Court) house, not if my bread depended on it." (No. 39.) The experience of such does not however deter others. "All seem anxious to get up to London." (No. 136.) "Several," remarks a leading dress-maker at Ryde, "have gone from me to fashionable London houses; they have generally come home again quite sick, as one of them said just lately, of London hours and habits." (No. 141.)

Evidence of
 employers, &c.

54. Hitherto I have cited the evidence of the workpeople themselves, but several employers and fore-

women have frankly given me statements which confirm much, if not most, of the foregoing assertions. At Mrs. Day's establishment in Braton street, where the spinnings, with which all my questions were answered by every person to whom I put them, was most satisfactory, the first hand stated that in the season they breakfast at 7 a.m., and the time for leaving off work varies from 10 p.m. to 12; "the most usual time is 11 p.m.; the drawing-room nights are always exceptional; for last May drawing-room we worked for two or three nights till 2 and 3 a.m. In one very exceptional case we were working for four days one after the other more than 18 hours a day on an average. We began at 7 a.m. and went on till 1, 2, 3, and 4 a.m. successively." (No. 13.) This was in June of last year, and their work had never before been so late. So Madame Jacobi (No. 24), after noticing the bad effect of long work on the health of herself and the members of her family, "It is too much; we work for three months as late as 12 every night, at all events for five of the six in a week," (the time for commencing being 8 a.m. in the season). Again, Madame Sophie Bady (No. 31), "Our ordinary hours in the season are from 8 a.m. to 11 p.m. Sometimes we are obliged to work later than that, till 2 or 3 in the morning occasionally. . . . Even on Saturday we often have to work much after 9, instead of clearing, as I wish, at that hour." Madame Stader, after stating that the ordinary hours in her establishment are from 8 a.m. till 11 p.m., goes on, "I dare say we always work 16 or 17 hours on the day before the drawing-room, and perhaps we may work a little after 11 on some other nights." (No. 35.)

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55. The hours in the London season are long, even with other than court dress-makers. One employer states her usual hours to be in the season from 6.30 a.m. to 9 p.m., sometimes beginning an hour earlier. (No. 49.) Miss R. states the work in two general houses in which she had resided to have begun in the season at 7.30 a.m.; "they did not ever begin to clear up till 11 p.m.," but were rarely later than that hour. (No. 52.) So C. B. (No. 53), "Our usual hours of work were from 7 a.m. to 9 p.m., but as a rule we worked later than that in the season, but never after midnight; we often worked until 11 at night."

General dress-
makers.

56. Still there are many general dress-makers whose hours in the season rarely exceed 13 (No. 50), and some who contrive to keep up a very good connection with work for 12 hours a day; "even in the season from 9 a.m. to 9 p.m. is with very rare exceptions our longest time." (No. 48.)

57. There is in all probability very little difference at the present day between London and the south, south-west, and west provinces with respect to the hours observed in milliners and dress-makers' establishments of the same class, except those which the London season is alleged to necessitate among employers, who conduct a court* business within half a mile to the west of Regent street.

58. The hours in the large establishments of silk mercers in London, who have added to their ordinary business the manufacture of dresses and millinery, even in the height of the season, rarely exceed 12 in the day, the pressure of the drawing-room adding at Messrs. Howell & James' only one hour (No. 65), and the occasions on which at Messrs. Marshall & Snelgrove's work goes on till 10 p.m. from 8 a.m. being not half a dozen in the season. (No. 66.) Even at Messrs. Lewis & Allenby's, whose business has been said by some to partake more of a court business than that of any similar establishment, work in the height of the season lasts from 8.30 a.m. to 10 or 11 p.m., but never later. "I think I may say (in the remark of their manager) that we never clear up before 10 p.m. in those months (the end of March to the middle of July), and very frequently not much before 11. We never by any chance work after 11, for the gas is invariably turned off at that hour." (No. 54.)

Silk mercers
and dressers:
1. London.

59. In similar establishments in provincial towns the hours are but little longer than is usual in London. At Exeter (No. 132), Plymouth (No. 135), Brighton (No. 142), and Hastings (No. 147), all speak of 13 hours a day as a rare excess. At Mr. Smith's, of Cheltenham (No. 58), where the ordinary time is from 9 to 8, they had worked but twice in the last six months till 12. Mr. King, of Bath (No. 113), states the extreme of work at his establishment to be from 8.30 a.m. to 8.30 p.m. for a fortnight in each of the months of April, May, and October. At Mr. Bett's, of Torquay (No. 138), work had gone on as late as 12 only once in three years, the season hours there being from 8 a.m. to 9 p.m. By way of an exception, Mr. Weckill, of Leamington (No. 104), stated that the mantle-makers on his premises probably went on twice a week from 8 a.m. to 11 p.m. between March and July, and again between October and December, and perhaps three times a year till 1 a.m. So at Messrs. Freebody's, at Cheltenham, in 1892 they had worked for five weeks from 8.30 a.m. to 11 p.m., but this was not likely to occur again. (No. 98.)

2. Provincial.

60. It is unusual for a retail millinery business to be carried on in any private establishment, except in connection with dress-making (No. 69); in the shops, which are confined to the manufacture and sale of millinery exclusively, late hours are rare; in the West End, as well as elsewhere in London, they do not ordinarily in the season exceed 12 hours, and in most cases fall short of that length. I met, however, with one or two instances in London of girls, in what might be termed private millinery houses, working after midnight several times in one week. One such case, in which a young French girl was kept up making bonnets till 2 a.m., was mentioned to me by a fellow countrywoman with very lively indignation, as a "gross exception" to the usual habits of the business. It is said that in some neighbourhoods the resident apprentices have to assist in the shop until 11 at night after the work-rooms are closed (No. 79), but such cases appear to be as exceptional as the converse case which occurs in some houses at the West End, where, after business in the show-room is concluded, the girls are expected to help in the work-room. (No. 78.)

Millinery:
1. Retail.

61. The country millinery shops appear to have later hours than those in London. Mrs. Barry, of Bath (No. 114), speaks of work from 8 a.m. to 10 p.m. being frequent in May and June; and Mr. Syme, of Bristol (No. 125), stated the hours at his establishment to be from 8 a.m. to 9 p.m. for four months. So at Southampton, from 8 a.m. to 11 p.m. three or four times in two months. (No. 104.) At Portsmouth, 8 a.m. to 9 p.m. for the season, and occasionally 10 and 11 p.m. (No. 149.) At Brighton, 8.30 a.m. to 11 p.m. for 10 nights in the season. (No. 145.)

62. In City wholesale houses the hours are moderate. At Messrs. Keelings' (No. 178), for example, work from 9 a.m. to 9 p.m. for four nights a week during three weeks in each spring and autumn is stated

2. Wholesale.

* Out of about 1,500 milliners and dress-makers, whose addresses are given in the London Post Office Directory, 45 are marked as "Court." Some of these are probably Court milliners, &c., in little else than such work. Others, however, and among these some of the best entitled to that distinction, are also particularised. It may be fairly assumed that at least 40, employing 1,200 workmen, &c., give no more or harder, extreme pressure in the London season.—E. W. L.

Dress-makers,
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to be the extreme, and the hours at Messrs. Stuart and Taylor's (No. 189) are even less. I have met with cases of work for two or three nights at the beginning of the month from 8.50 a.m. to 10.50 p.m., but even in their busy times they do not often exceed 12 or 13 hours (see Nos. 188, 209). In the cap-front department at Messrs. Vyse's (No. 189), indeed, work goes on from April to June until 10 p.m. and sometimes 11 from 9 a.m.; this, however, is a branch of the business which is in most cases carried on away from the warehouse under the control of some small manufacturer in the suburbs. Among such persons working from 8 or 8.30 a.m. to 10 and 11 p.m. for two months or so is not uncommon, and I have met with instances of work protracted until 2 a.m. (No. 190.) Some of these smaller manufactories exist in the neighbourhood of Cripplegate, Aldersbury, &c.; in one of them work is said (No. 195) to go on till 11 and 12 p.m. from 8 a.m. "often enough," while in another the fair average is stated as being from 8 a.m. to 10 p.m. three times a week. (No. 192.) During the four months, December, January, June, and July, there is little employment for milliners and mantle-makers in the wholesale trade.

63. The hours observed in wholesale millinery establishments of that class in Manchester are as long and in some cases longer than in London. One witness had worked three or four times all night, and for 30 hours without rest (No. 207); another, who was 16 years old, frequently all night, three times in one week. (No. 208.) So Mr. Tracy, an employer there, speaks of work being for three or four months continually prolonged from 8 a.m. till 9 and 10 p.m. (No. 216.)

Mantle-makers.

64. The hours of mantle-makers also are not unfortunately long, especially those who manufacture for City houses, where a large business is done in shipping orders. One witness often worked from 8, and even 7 a.m. to 10 p.m., sometimes till 12; once in every fortnight or three weeks all night. (No. 164.) Miss Woodbridge (No. 168) speaks of work from 8 a.m. to 11 p.m. three times a week for five weeks twice a year. A machinist at Mr. Hill's (No. 171) had often worked from 7 a.m. to 8.50 p.m., and sometimes from 6 a.m. to 9 p.m. A girl at another mantle-maker's, when the hours were said to be from 9 to 9, had worked once or twice all night. (No. 172a.) Those also who take out their work from West End houses, frequently work from 8 a.m. to 10 p.m.; one had worked three times in a week from 6 a.m. to 11 p.m.; she stated the usual hours to be from 8 a.m. to 8.50 p.m., and that they seldom worked for more than two hours after that. (No. 168.)

Sunday-work.

65. I believe that working on Sunday* is much less frequent than it used to be (No. 87), and for this result at least the general opinion seems to give credit to the Association for the aid and benefit of Dress-makers and Milliners (No. 79). The influence of that Society, and of the various Homes and registries now existing, has certainly been to keep some check upon employers, and has to some extent reduced the hours of work, as compared with those of 1842.

VI. NATURE OF OCCUPATION.

66. Very little need be said with regard to the ordinary use of the needle by dress-makers. Although milliners do use the needle, there is none of the labour, "the drudgery," as one witness (No. 113) calls it, of dress-making. "It is very wearisome work," says Miss Reeves, of Leamington, herself an employer; "none can tell how fatiguing dress-making is until they have sat hour after hour the whole day long for many days at it." (No. 162.) "I have worked myself at dress-making," says Mrs. H. Gilling, of Cheltenham, also an employer, "as few mistresses have, and know how wearying a thing it is to work late night after night; it is the feeling obliged to work that is so wearisome: upon any great emergency, I am sure, all are ready to work any time for an employer who is kind and considerate to them." (No. 88.) There is great truth in this; and, so far, those who work for count dress-makers have some compensation at the moment for their extreme hours before a drawing-room; "everything is so pretty," says one, "it is such a pleasure to put on one beautiful thing after another till the dress gets complete, that you forget to be tired; I should be quite done up in half the time, if I were working on crêpe." (No. 28.)

67. In some portions of dress-making long standing is, if not necessary, very common. This is particularly the case with the skirt-mounters and trimmers of ball and other light fancy dresses. The consequence is, that swelled feet and legs are from time to time complained of by some, while others, naturally stronger, escape without suffering. (Nos. 11, 27, 83, 174.) "As for standing, some have stood day after day for weeks at trimming the trains or ball dresses, till they got very ill; their legs swelled and their feet blistered; I have myself stood for three whole days; I was not so bad as they were, but my feet were badly blistered and my legs swollen too." (No. 45.)

68. In the manufacture of cap and bonnet fronts and ruche trimmings in wholesale houses gas or steam is used to heat metal plates and tubes, and small hand-machines of various kinds, over which the girls have constantly to bend their heads. Employers have themselves in several cases pointed out to me the great importance of avoiding any overcrowding, and of having a perfect system of ventilation, where such processes are carried on, and I have often had proof of the truth of their observations. (Nos. 197, 198, 199, 210, and see 211.)

69. Sewing machines are worked in various ways; generally speaking, those used by dress-makers are of the lighter class, worked with one or two feet at pleasure and by a person in a sitting posture. This, if it does not involve stooping as a necessity, does, as a matter of my own observation, constitute "induce it." "The position is so constrained," says a forewoman of mantle-makers, "for they sit with their back bent and head leaning close over their work, and their arms and fingers and legs all work at once." (No. 163.)

VII. EFFECT OF EMPLOYMENT ON PHYSICAL CONDITION.

70. It is difficult to point out any positive symptom as especially characteristic of the physical condition of milliners and dress-makers. Medical men consider chlorosis and amenorrhœa to be very common among the younger ones. With regard to the prevalence of the functional derangement known as amenorrhœa

* I have had isolated cases mentioned, chiefly in foreign houses. (No. 61.) I have also been informed of work for whole days being going on in the suburbs on Sunday, but have no authentic evidence on the point.—H. W. L.

rhoea, I find in Dr. Grafty Hewitt's work on diseases of women a passage, which, concisely sums up the conditions which lead to the development of that disorder; these are so completely identical with those observed among the class of which I am treating as to induce me to cite his remarks. "Either the patient has been living badly, taking too little food, or food not sufficiently nutritious, or she has been leading a too sedentary or artificial life deprived of pure air, in short subjecting the body at a very critical period of life to many influences known to be incompatible with sound health," p. 147.

71. Dyspepsia is very general among them, as might be expected; but beyond the sedentary nature of the occupation there is nothing in the nature of their ordinary business to affect the health of the work-people. The other conditions of employment,—the long hours, close rooms, hurried meals, and want of exercise,—combine to produce the very lamentable results, to the evidence of which I will now proceed to call your attention.

72. "Many in Cheltenham suffer from the hours. I left because I became so ill through it (6 a.m. to 12 p.m. four or five times in a week, not every week, but more than one in the season)." (No. 94.) "I can manage dress-making from 8 to 8, but sometimes I have been obliged to work from 7 a.m. to 12 p.m. for three or four nights in one week; that knocks me up; . . . it is the night-work that is so bad; I can always do as much in one hour of the day as in two of the night. I have been in the hospital before this time; I am always better for a time when I go back to work, until one of these weeks comes." (No. 93.) This witness, however, had been obliged to give up domestic service, because she was not strong enough for it; and no doubt there is much truth in the remark of another (No. 51) that "delicate girls are apprenticed to dress-making under the notion that it is light, easy, and agreeable work, and therefore, fitter for them than any other." "But," she adds, "no idea could be more mistaken." Another says, "Some girls used to suffer from head-aches and fainting; I think, though, that they were naturally feeble. It is not the time so much as the sleeping places and work-rooms that do harm; and the season makes them worse, than they would be, by overcrowding them." (No. 35.)

73. But it is not the weakly ones alone that fall victims to the conditions, whether of late hours or of unhealthy apartments, under which this business exists. The poor girl at Ryde "who was quite observed there for her good looks and health," dying of consumption after a year in London (No. 141); the two, who had been very well in Plymouth, utterly broken down by one season at the West End (No. 186); the painful iteration throughout this evidence, "my health has suffered; my constitution has been very much impaired; very many suffer; I was myself very strong;" leave no room for doubt. "They are continually ailing; their appetite fails with long sitting in close rooms; coughs and face-aches are very general, and headaches too; they often faint at their work; it is so usual that no particular notice is taken." (No. 40.) "I do assure you it was quite sad," says a day-worker, speaking of the residents where she worked last season, "to look at their pale faces, and see them walk quite crippled with swollen feet by standing so long at the trains. The servants were far healthier than the young ladies in that house." (No. 42.) "No doubt," remarks a very superior first hand in one of the most fashionable houses in the West End, "needlework does affect you in the course of years. It is not so much that dress-makers get really ill, but they become gradually, almost imperceptibly, weaker. A little thing soon breaks them down." (No. 13.) In that last sentence the whole effect of their work upon their health is briefly epitomised.

74. For medical testimony to the same effect, I beg to refer you to the important evidence of Mr. Radcliffe (No. 413), who has placed at my disposal the result of a private inquiry, taken up by him at the request of the medical officer of the Privy Council.

75. Very similar are the remarks of the head of a milliner's work-room in Paddington. "Certainly there is no particular thing to notice in respect of their health, but milliners are not strong, not even those day-workers who have some air and exercise; a little thing pulls them down." (No. 77.) So the forewoman at Mr. Kent's, a mantle-maker, after stating that she had not found machinists give up or sicken sooner than the rest, "but they are not strong as a class, whether they work at machines or at the needle only." (No. 154.)

76. Mourning orders seem to be in every way especially trying; they are usually in excess of the ordinary week's work, and the time allowed for their completion is too frequently very short, so that an especial source of fatigue is added to work essentially dreary and depressing in itself. Miss Bramwell mentions a distressing case in a large establishment where a great deal of mourning is made, the alleged result of working from 8 or 9 a.m. till 11 p.m. in the winter, when gas is necessary for many hours together. "One who works there has told me that her brain seems to get on fire before the time for clearing comes. She used to be a bright good-tempered girl, but now she has grown so irritable that I fear for her brain." (No. 82.)

77. I have made particular inquiries of the workpeople and others with regard to the effect of their work upon the eyes, but so far as my own observation goes,* it is among the lower class of dress-makers and seamstresses that any disorder is to be found prevailing to such an extent as to be at all characteristic of the business. Among the residents any affection of the eyes is certainly uncommon; such cases, however, do occur, and it is after some extravagantly long nights of work upon a mourning order, that they have usually developed. The case in the hospital at Cheltenham already alluded to illustrates this. (No. 95.) That of the machinist at Madame Le Jeune's (No. 29) is not conclusive, inasmuch as her sister, who had not worked, was similarly affected; and I believe that many other cases would show hereditary tendencies, if they were well examined. Among the day-workers, who from their lower social position and mode of life more nearly approach the seamstress class, there seems more tendency to affection of the eyes. (No. 184.) Still the matron of a Home in which 29 of such girls live, had had no cases come under her notice in 18 months. (No. 84.) It is probable

Dress-makers,
&c.
Mr. H. W. Lord.
C.

Mourning.

Eyes affected.

* Dr. Ord, who has reported on milliners, &c., to the Medical Officer of the Privy Council, expresses a similar opinion. Mr. Radcliffe (No. 413) in a letter to me on this subject says, "The almost entire absence of complaint on this head (defect of vision) among West End workers) was one of my reasons for expressing an opinion that the condition of dress-makers has improved much within the last 20 years, since Mr. Ordinger's inquiry."—H. W. L.

Dress-makers,
&c.

Mr. H. W. Lord.

C.

that their habits, the food they eat, and the life they lead, have a greater effect than the nature of their work in this respect.

78. At the same time it must be noticed that some mantle-makers recognize the effect of continual working on black as being bad for the eyes; others (No. 158) mention that white or scarlet is more trying, and observe with truth that there is not "niggling work" like that of shoe-binding, or fine shirt-making. It is probable that much of the dimness spoken of is the consequence of biliousness, as H. L. suggests, speaking of her own feeling when engaged on "small-striped work." (No. 177.)

79. Upon this point, however, I prefer to direct your attention at once to the evidence of the medical gentlemen whom I consulted both in London and in the provinces. (Nos. 409, 412, 418, 419.)

80. Several distinguished oculists have recommended the use of blue tinted glass chimneys or globes, in order to correct the bad effects of gaslight on the eye. With the view of putting this suggestion to a practical test, Mr. S. Levin,* who has throughout my inquiries been most ready to afford me all the assistance in his power, allowed me the use of one of his work-rooms. Accordingly, in a room which was lit by two single-jet gas-burners, suspended from a single "telescope" arm, blue tinted globes were substituted for those in ordinary use. One of these globes was clear throughout; the upper half of the other was "ground." Over each of them was placed a common green paper shade (white inside) which had been used with the former globes. The occupants of the room were 6 in number, and were engaged solely on evening dresses; they sat at a table (8 ft. long by 2 ft. wide) placed under the gas-burners. They considered their work to be quite as trying to the eyes as any other kind of dress-making, except constant working on black, and had found the glare of the gas to be very great. After the tinted globes had been in use for four successive evenings in June, I visited the room. All spoke with great satisfaction of the relief given to their eyes by the colour, while none had found the light lessened to such an extent as to interfere with their work in any way.

81. In a room where it had not been tried, doubts were expressed whether the light would be brilliant enough for black work; but one, who had been for one evening occupied in the first-mentioned room in making a body of black gloss silk, stated that the light was quite sufficient for her.†

82. The globe with the upper part of ground glass was preferred to the other, since they were able to draw the arm down nearly to a level with their heads, and thereby have their eyes still further protected, while the whole of the light from below fell directly on their work.

83. The absence of all exercise except on the Sunday is an evil of the season's pressure on residents, which seems very serious. It is said by some to be the fault of the girls themselves (No. 86), and indeed several have not hesitated to proclaim their preference for another half-hour of "bed" in the morning over a walk (Nos. 98, 100); in that respect perhaps they are not singular; nor can it be wondered at, when the necessary fatigue of their day's work under the present state of things is considered. In some cases, however, they are not allowed to go out even before breakfast, and the temptation of the streets is, perhaps sincerely, put forward, both in the provinces and in London, as a reason for not letting them go out in the evening. There are those, however, who, probably with greater wisdom, think that "not trusting them is the surest way of making it impossible to trust them." (Nos. 14, 75, 133, 178.) Be that as it may, it is quite a common thing for these young girls,—in the country, apprentices as young as 14 and 15; in the West End houses, girls of 17 and upwards,—to move beyond the threshold of the house but once in seven days, and if there happens to be a succession of rainy Sundays, not for weeks together. (Nos. 47, 73, 91, 97.)

Shawl-rooms.

84. I have already alluded to the effect of long standing at court trains and tulle skirts. The manager at Messrs. Shoolbred's (No. 70), observes, that even the show-room girls, when they need to work from 8 a.m. to 9 p.m., often looked very haggard when that time came; and Mr. C. Pratt, of Leamington (No. 147), finds that from 8 to 9 in the summer is quite long enough to tire them. Some have told me that they may not sit because it does not "look like business." (See No. 82.)

Sewing machines.

85. The effect of the use of the sewing machine upon the health of dress-makers and mantle-makers requires separate notice. The evidence on this point varies considerably. No doubt there is a very general impression among them that injury to health very frequently results from working at the sewing machine, even though the hours of work are less than those usually observed by other work-people in the same establishment. One, who works in a West End house, often has pains under her shoulder-blade and in her side, especially when she lies down. She suffers very much from her head; but never did so before she worked a machine. (No. 35.) "I have never suffered," says another (No. 29), "except from head-ache and eye-ache, and getting very tired. I was always delicate." Again, "It does not make me particularly ill. It hurts my chest. . . . The worst is with my eyes. I find I can never read at all at night; my head seems to swim about." (No. 26.) "Machinists seem to suffer more than the others from pains in the chest; they are always doctoring for that." (No. 84.) Mrs. Ladd (No. 147), an employer of mantle-makers, considers that none under 15 should work a machine, and that eight hours in the day are quite long enough for them to work. She had found it necessary to give them "porter or some such thing to keep them up," if they worked for her from 9 a.m. to 9 p.m. Mr. Henswood, another employer, thinks that seven hours are long enough. (No. 172.) A machinist at Mr. Kent's (No. 156) speaks of her hands and arms being "in a tremble" after work from 8.30 a.m. to 10 p.m., or two hours beyond the usual time. "I get very tired, and ache as if 'I had been for a long walk;' she is sure that if it was protracted for several nights as late as 10 p.m., it would be very bad indeed. A mistress mantle-maker at Brighton (No. 175) said she had felt quite ill and could have cried with pain in her back after working hard from 9 a.m. to 8 p.m.; she admitted, however, that she was not strong naturally. So a London forewoman speaks of the health being seriously affected by it, "not only with girls of a delicate constitution, but with all of the kind which we have in 'good houses, who are not strong rough girls, like factory girls, or St. Giles's girls for instance." For other remarks of this witness upon this subject I refer you to her evidence, No. 163, only observing

* Of the firm of Messrs. Lewis & Alcock.

† On a subsequent occasion the land of the room asked me that she found she had to turn the gas on full, when working on black under the blue-tinted globes, but she had frequently had to do so when the former globes were being used.—H.W.L.

that, as she considers that the effect of the machine has been to spoil the trade, she is likely to take a prejudiced view of the question.

83. On the other hand, Mrs. Gilling, of Cheltenham (No. 88), gives most distinct evidence of a positive improvement in the health of girls in her employ, who had become machinists after they had been mere needlewomen. A mantle-maker in Islington (No. 171) stated to me that she was more free from headaches, since she had worked at a machine, than when she worked on the same premises, but in another room, with her needle; and throughout my inquiry I met with similar cases. (Nos. 118a, 153a, 154, and see No. 70.)

85. Were my evidence on this point confined to that obtained by me from the class of machinists employed by dress and mantle makers only, I should have great hesitation in coming to a conclusion. I have, however, in my further inquiries into the use of machines in other trades, found the balance of experience so very decidedly in favour of the opinions expressed by Mrs. Gilling, as to lead me to conclude that the instances, in which injury has resulted from using the sewing machines, may be resolved into one of two classes, either the simple case of overwork and unwholesome atmosphere, or the more complicated and exceptional one, in which the anxiety of guiding an elaborate piece of mechanism, which works with great rapidity, has unduly stimulated a highly nervous temperament.

88. I have already alluded to the use of gas and steam in making cap and bonnet fronts for the wholesale trade. "Very many suffer in health from the heat and long hours combined," says a witness who speaks from an experience of five years, and was conscious of improvement in her own health since she had left a room which she considered one of the best of its kind in London: "I do think the cap and bonnet front makers, as a rule, are not a healthy class; I should call them unhealthy." (No. 194.) In a workroom in Red Cross Street, which was in reality no more than an ordinary dwelling room, lots of the girls used to faint. Out Hoxton way and in Clerkenwell," said my informant, the employer himself (No. 189), "there are many such." So another (No. 198), "I was never free from head-ache. . . . They all suffer, not only the delicate ones, except that it makes all delicate." Of another similar factory in Hoxton a witness says "every one is pale there." (No. 197.)

VIII. MORAL CONDITION.

89. Accurate information on the question of morals is almost unobtainable; I have certainly none from which I can draw any useful conclusion. Thus much only is clear, that the day-workers, as things are, must be more exposed than residents to the temptation of the streets. Handling costly articles of attire may foster the love of dress, long confinement and wearisome labour may create the longing for amusement, but these are indirect causes, which it is scarcely profitable now to trace in their operation.

90. It must, however, be observed that the cost of necessary dress is a serious item, even to those who receive high salaries. All who see customers, the first hands, and those who are in mantle-rooms and other show-rooms, must be well dressed. Black silk is, in some cases, insisted on. One witness, who "was very economical, and could make her own," found 20s. the least she could "do it for in the year;" and, she continues, "many of these show-room girls, who often cannot make their own, pay nearer 40s. than 20s. when they wear black silk." (No. 56a.) But, with every allowance, milliners and dress-makers are certainly not provident as a class. The annual reports of the Milliners and Dressmakers' Provident and Benevolent Institution furnish a proof of this. It is, I believe, the only one in London of its kind, and has been in existence since 1849. The names upon the direction are such as should ensure confidence in its practical management. The annual expenses are under 1000s., and a sum of over 8,000s. is invested in Government stock. The annual subscription is 1s., 1s. 5s., and 1s. 15s., for those who become members under the age of 20, 25, or 30 respectively; yet in the year 1885 it had but 123 members, only 76 of which were annual subscribers, and the total number of new members who had joined in the three previous years was 10.

THE SYSTEM OF LATE HOURS CONSIDERED.

91. The disadvantage of late hours is very generally recognized. "My own experience," says M. Thomel, "is, that if young ladies work too late, they are quite fatigued and useless the next morning. It is to the interest of all to have the hours of labour as short as is consistent with the proper carrying on of business." This witness considers that work from 8 a.m. to 10 p.m., with two hours for meals, would be a reasonable limit, "for 12 hours of work are quite enough." (No. 23.)

92. A similar opinion is expressed by Mr. Harrison with reference to the wholesale trade; and this is the more worthy of remark, seeing that, although the majority of the City workers, being paid by the piece may work harder than those at the West End, while they are about it, they are, on the other hand, a much stronger rougher class of girls, accustomed to hard work, and with the advantage of the air and exercise obtained in going to and from their place of work. "Last spring, when we were very much pressed for a short time, they stayed till 11 p.m. for four or five nights in succession; but the girls could not stand it; many did not come in till about 12 the next morning; and we found that they earned more by the work they did in the regular hours, than when they were kept later; in other words, that they did a greater amount of remunerative work for us and for themselves between 9 a.m. and 8 p.m., than if they worked three hours later." (No. 159.) Several of the wholesale manufacturers in Manchester see of the same opinion, and express themselves decidedly in favour of legislative restrictions. (Nos. 201, 202, 205, 210.)

93. It seems to be generally conceded that the exigencies of even the London season do not justify a protraction of the hours of work beyond 15 in the day, including meal times; but with the examples of establishments of such high repute as those of Mrs. Murray, Madame Stiles, and Madame Levilly, (Nos. 15, 16, 17,) where work beyond 18 hours, or 18½, is said to be very rare, it may be fairly assumed that longer hours than those can be avoided by others, who, if they have a smaller staff of assistants, have also a smaller business to employ them in. (See No. 117.) M. Levilly, who has given this matter much consideration, and was a witness before the Committee of the House of Lords in 1835, is convinced that the most fashionable houses could do their work in the season between 9 a.m. and

Dress-makers,
&c.
Mr H. W. Lord.
C.

Bonnet fronts.

Cost of necessary dress.

Late hours unprofitable.

Late hours necessary.

Dress-makers,
&c.
Mr. E. W. Lord.
C.
Employers
with house to
be seen.

10 p.m., and at other times between 9 and 9. Of the same opinion is another witness, whose business is of the highest class, M. Einstein (Déry).

"I cannot see," says M. Einstein, "why young ladies should have to work the hours that men will not, and indeed cannot, endure. . . . The only thing needed is that it should be quite general; but that cannot be ensured by any mere moral pressure or social influence. Government must do it, if it is to be effectual." I am confident that many employers agree with the last-named witness, and would be glad of it, personally speaking, and be very ready to submit to it." (No. 21.) The remarks of Madame Jacobé also are very pertinent illustrations of the need of legislation and the advantage of it. "As it is, if I refuse a lady, she goes to my neighbour, who takes her order; so I cannot refuse without displeasing her, and perhaps may lose her custom, because she thinks me disobligeant. But if every one were the same,—if all were equally prevented by the law from working more than what I have said,—we should be all alike; and the ladies, when they know that it is necessary, would give us a little more time; their orders would be executed quite as quickly as now. If there were a law, then the young ladies might complain to some one; if they were overworked, and a Commissioner would come to see about it. Now there is nothing to be done at all." (No. 24.)

Mourning
orders.

34. Of the frequency of such a pressure as that arising from mourning orders, whether in London or the country, I have no reliable means for forming an estimate. The effect of any great national loss, like that of the death of the Prince Consort, to which several witnesses refer, obviously affords to criterion of the average excess produced from such causes. On that occasion, even at Messrs. Jay's, a house where the business is limited to mourning orders, and the ordinary excess of work never carries them on longer than from 8.30 a.m. to 10 p.m., work was continued once during the whole night, and for several other nights till 12 and 1 a.m. (No. 59), while at another, a very fashionable house, work then lasted from 8 a.m. till 3 or 4 the next morning two or three times a week, and once the whole night through. (No. 55.) So at Brighton, from 8.30 to 2 a.m. on one night, and till past 12 on the night before. (No. 145.)

35. One witness states the pressure of mourning orders in a large provincial town to involve working on an average once in six months all night through. (No. 132.) Miss Weeks mentions mourning orders at Portsmouth involving work all night now and then. (No. 140.) A. M., at Exeter, speaks of working till 1 and 2 a.m. from 8 a.m. not more than twice in the season, "that would be most likely for a funeral order." (No. 128.) So F. E., at Cheltenham, had found her eyes bad after working two whole nights on a mourning order. (No. 93.) On the other hand, Mr. Radford, who has probably the largest best-class business in Plymouth, spoke of having at the time of my visit five mourning orders in hand, and a large ball coming off; "they have for the last two or three days worked from 9 a.m. to 10 p.m., but that is quite an exceptional state of things." (No. 135.) Mr. Bedford, of Leamington, speaks of a mourning order or a ball keeping them now and then till 10 p.m. from 8 a.m. (No. 105.)

36. Such a wide difference in the alleged effect of the particular pressure of mourning orders would seem to show that there is no valid distinction to be drawn between that and any other pressure of a business, which consists in the making up of goods to order for retail customers, and that the sole question is a composite one of the length of notice given by ladies, and the number of hands kept by employers. I believe that the same remark is equally applicable to the excessive work which precedes the drawing-rooms in the height of the London season.

Drawing-room
nights.

37. The great exception, even with those whose hours are otherwise comparatively moderate, is the period of the drawing-room weeks. There is something quite humiliating in the helplessness, with which many excellent persons acquiesce in the late hours at that period, as an inevitable necessity of a fashionable West End business. The simple fact is, that some from mere greed of gain, but more from a desire not to disoblige, and perhaps from the ambition of doing more than their rivals, undertake too much. This is no sudden unforeseen emergency, as is the case with mourning orders; the days appointed for drawing-rooms are known long beforehand; it would, no doubt, be far better for all concerned, if they were held much oftener than they are; but the fact of their being so few is only one of several causes, which combine to produce the extravagantly late hours, which are frequent at those times.

38. That it is such pressure as can be met by due preparation is clear from what was actually the case last season (1885) at one of the most fashionable houses, Madame Stanes', who herself informed me that they did not work, even on a drawing-room night, after 11 p.m., their usual time for clearing. "The only thing needed," says Mr. Stanes, "is to have one or two more persons than are absolutely wanted." (No. 15.) Nor is it only in the large establishments, where 50 or 60 are employed, that more reasonable hours are possible even on the drawing-room nights. At Madame Le Jume's (No. 28), which is certainly not an early house, about 20 persons are employed; there everything is said to have been finished on the night of the May drawing-room last season by half-past ten; and Mrs. Beard, who states her hours to be from 8 a.m. to 10 p.m. in the season, adds, "we don't work after 10 p.m. twice in the season, and never have; nobody need." (No. 30.) So one, who had lived for eight months through the season in a house in Berkeley Street, where 30 were employed, had never worked after 10 p.m. or before 9 a.m. (No. 43.) But ladies "cannot" make up their minds, and court dressmakers "cannot" refuse orders, and from such premises it follows that the drawing-room difficulty is insurmountable.

Home-work.

39. It is worthy of notice that, with the exception of those portions of the manufacture of wholesale millinery to which I have alluded as involving the appliance of steam or gas to heat small hand machines, the whole work of milliners, dress-makers, and mantle-makers is such as may be, and all but the bodies of dresses very frequently is, given out to persons who work at their own homes. (Nos. 15, 30, 48, 54, &c.) Home-work, extended beyond the limits of the family, has its natural result in the middlemen, whether they manufacture for wholesale or retail trades. These who manufacture millinery for wholesale houses usually make up their own materials, and are in this respect distinguishable from the mantle and shirt makers, who take out the material from the principal houses, and return it made up.

* See No. 65.

† See No. 37. While correcting the above remarks and evidence for the press, I have repeatedly had cases mentioned to me of work having ceased this season "an hour and more earlier than it ever has before."—H. W. L., May, 1886.

100. Day-workers occasionally earn extra wages by taking work home to do at night, but such is not the case with fashionable dress-makers; with mantle-makers it is frequent.

101. In several cases the practice of giving out the plainer portions of the work has had the excellent effect of enabling those who adopted it to keep their own hours of work within moderate limits, when in their opinion no other plan could have produced that result. There is, however, on the part of very many dress-makers, and especially at the West End and in old-established provincial businesses, a very strong dislike not only to giving work out, but even to employing day-workers on their premises. To this source much of the very excessive hours may be traced. The evidence of Nos. 73, 80, 152, is important on this point. It is very possible that those who work at their own homes, work late (Nos. 15, 164, 165); those who take it home after their day's work will, of course, do so. (No. 164.)

102. The introduction of the sewing machine has saved the dress-maker much of what has been called the "slavery" of the business (No. 153), as, for instance, running seams and putting on trimming. "The machine," in the words of one witness (No. 15), "does our apprentice work." Much ornamental work also, such as the binding for skirts, jackets, mantles, and the like, is "machined." (Nos. 65, 90, 96, 125, 180.)

103. Most employers, who have a fair business, employ one or more machinists; this is so, even with the most fashionable. But the only effect in some houses has been, either to enable the employer to get through the same work as before with fewer hands, or to take in more work than before, instead of materially reducing the hours. The evidence of Mrs. Gilling (No. 88) is very conclusive as to the extent of advantage derived in all ways from a reasonable use of the sewing machine.

104. At the same time it must be observed that the sewing machine has, in a sense, created an increased demand for the results which it is capable of producing, and so far, must not be regarded as simply saving the time and labour of so many hand-workers as would formerly have been needed to produce the same results. That estimate may give an accurate measurement of the work done by a machine; but against that must be set the undoubted fact that much work is now "put in" to ordinary dresses and mantles, which would never have been done by hand.

105. I believe the chief cause of long hours of work is to be found in the want of proper management. (Nos. 33, 54, 144, 174.) Frequently the forewoman is at fault, frequently the employer, especially when the latter has not a practical knowledge of the business; in such case either all is left to the first hand, who may be interested in getting through as much as possible, or he herself dilatory and unsystematic (Nos. 13, 30); or an experienced and considerate first hand may be forced against her better judgment to take orders, which she knows cannot be executed without working very late and long. One, who was first hand in a house, where from April to June in 1861 they were always up at 6 a.m., and never in bed before 12 at night, and "often and often later," says, "the mistress was a milliner, and knew nothing of dress-making. I frequently told her that I must refuse orders; but she would not hear of it, and would come up into the dress show-room to see that I did take them." (No. 38.) On the other hand it is said that some of the girls will offer to work late without any expression of desire from the employer, but merely "to curry favour," and then the rest cannot be backward. (No. 37.)

106. The first hand has no easy task in managing her second hands and assistants, who "dawdle away" their time in the morning, and are continually making mistakes, unless your eye is always on "them." . . . When the principal is first hand as well, they will often be late, because she has "to take orders and sometimes to keep her books, and therefore cannot prepare the work till late." (No. 36.)

107. One means of reducing hours of work is, no doubt, very obvious and simple at first sight, that of employing more hands; it must, however, be recollected that this involves also acquiring additional premises; at all events, upon the view which I have taken, that these work-rooms are, in the season at least, already overcrowded. In the next place it is quite clear that it is no easy matter to get good work-women. Employers constantly assert this; keepers of registries confirm it; the better class of the employed themselves admit it. My inquiries have satisfied me that the remarks of Mr. S. Lewis (No. 58) on this point are very important and of very general application. "Some come," says Mr. Patt (No. 163), speaking of mantle-makers, "with a double-knock and a veil and paraskol, who can't hem a pocket handkerchief."

108. There is probably great truth in the observation that the most common cause of late hours is "mistakes." Late hours produce late hours, and this not only by mere force of habit, or even through physical prostration, though the latter is constantly recognised by employers as having that effect. The simple knowledge, that if they get lost through the work in hand they will have more to do to fill up their time, causes the girls to be somewhat less expeditious than they might be, even in the best managed and most comfortable establishments. (See Nos. 34, 40.) I take an instance of this from Messrs. Lewis and Allenby's, because I have found that all, who have been employed there, invariably use terms, which might be almost called affectionate, in speaking of their connexion with that house; yet even there one says (No. 56), very honestly, that they could often, if they liked, do by 9 p.m., what takes them till 11. The experience of Miss Griffiths (No. 48) is that very little more real work will be done in 18 hours, than could be done in 12, if the time were properly used. So at Messrs. Shoalred's (No. 70), as much work was done in 12 hours a day last year, as had been done in 13 the year before; and Mr. and Mrs. Cosmick, of Bristol (No. 118), find that the work, which is given out to be done at home, is got through much faster than the same quantity is in their own work-rooms.

109. It is impossible altogether to acquit the ladies, who are the customers of milliners and dress-makers, from the charge of contributing in some degree to the long hours of work. One mode in which they do so is obvious enough,—the short notice given for the completion of their orders; another is the long credit, which some ladies will have, and others will submit to. Instances of the former fault have been continually given to me, but always, on the part of employers, coupled with a very strong wish that they should not in any way form part of my evidence. In the latter case even stronger motives exist both for the secrecy requested, and the expressions made use of. One witness, however, has no such motive. Miss Beaumont holds a very peculiar position, which makes her independent alike of employers and customers, and at the same time affords peculiar facilities for communications of a confidential nature both from the girls and their mistresses. To the evidence of this lady I must refer you for confirmation.

Dress-makers,
Ac.

Mr. H. W. Lobb.

C.
Good effect of
giving work
out.

Sewing
machine saves
labour.

Cause of long
hours:
1. Want of
system.

2. Want of
efficient work-
people.

Late hours a
cause as well
as an effect.

Customers to
be blamed.

Long credit.

Dress-makers,
 &c.
 Mr. H. W. Lord.
 C.

of my previous remarks. (No. 82.) She thus concludes her observations on this subject:—"I know that one lady of title has owed her general dress-maker—not her court and fashionable dress-maker—for 70*l.* for three years, and actually has not given her a single order for the whole of last year. They often have not money enough to pay their quarter's rent, or even the day-workers at the week's end, though hundreds of pounds are owed them."

110. It is said by some that fashionable dress-makers themselves are interested in maintaining the system of long credits, for the reason that their high charges will not then be looked into. I have, of course, had no opportunity of ascertaining the extent to which, if at all, this assertion is true; several employers, who have a first-class connexion, both at the West End and in the country, have told me that nothing would please them better than to deliver their accounts, and have them settled, every three or six months, instead of an occasional payment on account after the lapse of two or three years or more. Employers, especially when they are getting into a good connexion, are often very fearful of giving offence by sending in their accounts. "It is not," said one who had passed through that state, "the mere risk of offending the individual customer, but our higher families are so allied together, that if I were to ask Lady —, for instance, to settle her bill, which has been owing for the last few years, her married daughters and nieces and daughters-in-law would all be offended, if she took offence, or at least would very soon be induced to think that Lady —'s new dress-maker makes better than I do."

111. This may be unjust or exceptional, but from whatever cause it proceeds, the fact is undisputed that very long credit is given, and one consequence is that such a system gives colour to the excuse that high rent, large expenses, and long credit render the long hours of the London season absolutely necessary in order to get through work enough to realize a sufficient profit for employers to pay their way.

Short notice.

112. The other excuse, the short notice gives, is a fact of which, although I have some evidence, and that somewhat conflicting, I have received overwhelming proof, which is not available to me except as a statement on my own responsibility; I have however no hesitation in taking that responsibility upon myself.

113. Mrs. Cotton (No. 39), when first hand at a court dress-maker's, was several times asked by ladies late on Saturday night to let them have a dress home the first thing on Monday morning, and has taken orders at ten-time, 4 p.m., for a ball dress to be sent home that same night, "any time before 12 would do." "I remember," says another first hand (No. 40), "a dress ordered at 12, fitted on at 6 p.m., finished the same night, and sent home the first thing next day. The lady who ordered it said, 'I suppose you work 'till 11, and begin at 6 in the morning.' She did not care how long we worked." "Women are the slave-drivers," said, of course, a male employer to me. "A lady ordered a dress last season, and was told that they must sit up all night to make it. All she said was, 'I hope it will fit.' The girls were so vexed." In another instance a jacket was ordered in the afternoon, to be worn at a meeting of "some Early Closing Association" at 2 p.m. the next day, so elaborate in its trimming as to involve the exclusive attention of several hands till past midnight. This reads almost like an invention, but it was mentioned to me with some bitterness by the person who had the order. Many of such cases, no doubt, are attributable to want of thought rather than want of feeling; many to pure ignorance; but the titled lady, who sent three times before morning service on Sunday for a dinner dress, must have had a limited wardrobe, and not much regard for the observance of the day of rest.

In wholesale business.

114. The lateness of hours in connexion with wholesale City businesses proceeds partly from the custom mentioned by Mr. Goodyear (No. 181) of dating all orders from the first day of the month in which they are given, so that the orders are given as early as possible to secure a longer credit, and thus a pressure for the first few days becomes general. Shipping orders are another source of short notice, and by consequence of long hours. (Nos. 165, 168.) These press most heavily on those who work for the middleman, and for the very simple reason that many employers in large City houses do not allow late work on their own premises; so long as the work that is pressing can be done elsewhere in time, the hours of those who are employed upon that work, are a matter of indifference to the managers, if not to the principals, of the houses from which the work is given out. Where this is the practice, much time is often lost in carrying work to and fro, and even in waiting for it to be given out. (Nos. 108, 172, 182, 184, 198.)

Objections to legislative interference.

115. Some employers have a very strong dislike to any plan, which would put it in the power of the workpeople to leave off work at a certain time. A more general objection is that entertained to any system of inspection of "private" houses. The time and skill of from a dozen to 60 or 70 young women are so valuable as to make it worth the while of their employers to provide what, in some cases, at all events, it would be in vain to call a home for them. But the external appearance of the house is that of an ordinary private residence; there is no shop front; the rooms used for work are frequently the ordinary sitting-rooms and bed-rooms of such houses. And so one misapplied phrase is put forward to extend to a place of work, and hard work too, the immunity accorded to the dwelling-house of a private family.

Possible effect of legislative interference.

116. It is said that the result of legislative interference would be to drive the residents from these houses. This, though the less of two evils (No. 64), would be a result greatly to be regretted, for many are happy, comfortable, and kindly treated where they are. It is said, indeed, that more Homes would be established in various parts of London, and there would be need of them, for those which exist can accommodate no more than 300 altogether. The fact, however, that all these are more or less eleemosynary institutions, would, as it seems to me, make it quite unjustifiable to legislate upon such a basis of calculation. It would be in effect to inaugurate the principle that an Act of Parliament may create a mischief, if private charity may be trusted to remedy it, and would, probably, have the effect of supplementing the salaries paid by employers, and thereby permanently reducing the price of labour. But many, who are well informed, and have given the matter much thought, do not anticipate any great or general reduction in the number of residents from the introduction of restrictive measures. M. Levisly (No. 17) thinks that "most would retain their present staff." Miss Newton (No. 87), the intelligent manager of the Dress Makers' Association, entertains a similar opinion. Miss Le Plastier (No. 80), the author of letters to the *Times* in 1833, and subsequent writings on the subject, herself for several years an employer, and others who speak

from an experience of some years as first hands in fashionable houses, are very confident that girls of the class, of which residents now consist, will not be obtained by employers, except on the condition of having residence provided for them; and that it is so essential to employers to have girls of that class about them, that they will be content to keep them on these terms. Indeed, the most vehement opponent of any interference almost destroys the force of his previous argument by referring afterwards to the inconvenience felt in Paris from the existence of a general system of day-workers. (No. 15.)

117. The dislike to any system of inspection is very natural, and is found in its most genuine form where, indeed, there is least need for such a system,—where the kindness of treatment, and the attention to little trifling comforts, make the privacy of the establishment more than nominally home-like. The readiness, with which I have been shown over such private houses, especially in London, the offer to show me the bedrooms being in several cases made without any suggestion on my part of a desire to see them, leads me to think that such dislikes would soon disappear. I believe that, if inspection were judiciously and delicately carried out, employers who now have the greatest claim to exemption, would be then most ready to submit to an ideal annoyance for the sake of those, who suffer from a very real grievance in establishments far different from their own.

PART II.—ON SEAMSTRESSES, BOOT-MAKERS, GLOVERS, &c.

118. In this second part of my report, I propose to call your attention to the occupations of young women and female children in the various employments, which I have already alluded to as cognate to those of the mantle-makers, dress-makers, and milliners. In some of them boys as well as girls are employed, but I have thought it inexpedient to complicate my subject with any reference to the evidence relating to males, and purpose for the present to confine my remarks wholly to the other sex.

(See Evidence, p. 188.)

119. These may be conveniently arranged in the two following divisions:—

I.—Tailors, shirt-makers, collar-makers, ladies' outfitters (under clothing, baby linen, &c.), stay-makers, skirt (crinolines) makers, sock-tie, hair-net, belt, and brace makers, &c.

II.—Hatters (including cloth and boys' fancy cap makers), bonnet (straw and willow) and bonnet-shape makers, boot and shoe makers, and gloves.

120. From the Census returns for 1861 it appears that nearly 500,000 females in England and Wales find employment in these trades; more than 44,000 of them being under 20, and more than 10,000 under 15 years of age.

121. Among all in the first division the sewing machine is very generally used for every kind of work, except the very high priced, the only articles, in the manufacture of which it is inapplicable, being "skeleton" skirts, and hair-nets; belts and braces also are still hand-made. By those in the second division it is only partially adopted in certain portions of the work, and by bonnet-makers it is not used at all. The "closing" and ornamental work of "uppers" in the boot trade, the binding of felt hats, the stitching of cloth chacos, and the ornamental work on them, and on "fabric" or stuff gloves, are commonly "machined." Stuff gloves are sewn, and I have seen even leather gloves of a stout material both sewn and ornamented, by the sewing machine.

Use of sewing machines.

122. All these occupations are carried on more or less in the homes of the workpeople, and in some cases to a far greater extent than in any place which can be called a factory. The usual course still is to collect a number of sewing machines in one building belonging to the principal employer, or to one who takes the work out from him, and to distribute the work, after it has been machined, to be finished by the hand in the dwelling places of the needlewomen. It is however to be observed that the machine is so generally appreciated, and has now been brought to a price within the reach of so many, that not a few workpeople have machines of their own, and are thereby not only placed in their former position of being able to put together the whole garment, completing it throughout, but frequently do the "machining" at a small charge for their neighbours, who also take work home but are not able to afford to buy or hire a machine themselves.

Home work.

123. This state of things varies with the extent to which, and the period during which, sewing machines have been adopted in particular trades. In the boot trade according to some witnesses, the labour-side seems to have reached its highest in the factory system, and to be now receding towards the homes of the journeymen, or at all events the small rooms of "chamber" or "garret-masters," where the numbers are limited to four or five machinists and as many hand-workers. (Nos. 301, 310, 346, 367.) Others, however, are of a contrary opinion. (Nos. 311, 321, 354.) In the glove trade, on the other hand, such sewing machines as are used are to be found exclusively on the premises of large employers; while tailors and shirt-makers appear under conditions so varied as almost to defy any generalisation respecting them. So far as I have been able to form any opinion, the rental of premises required for work-rooms seems to be the element which ultimately determines this point, and consequently it is in the metropolis that the old system of giving work out to small employers and families has been longest retained, or earliest returned to.

Tendency to factory system.

* The evidence relating to the 1st division has been chiefly collected in London, Bristol, Chester, Manchester, Portsmouth, and Plymouth: the metropolis has furnished us with evidence under all heads in the 2nd division, but those of "gloves," which I obtained in Worcester, Taunton, and the neighbourhood. From Leicester, Northampton, Norwich, and Stafford, I have much information as to the best made: in Belfast, Liverpool, and Oldham, much of my evidence as to the hat trade was procured.—H.W.L.

† There is no doubt below the mark. In many cases the children who work at home would not be secured as working any special trade. I give below the numbers of female operatives in the four of the above-mentioned trades in which they are principally employed. The table is compiled from the Census returns for 1861:—

Occupation.	All ages.	Under 20.	Under 15.
Shoemakers	118,000	50,322	2,645
Shoe makers and seamstresses	76,915	39,731	2,014
Tailors	57,000	5,288	948
Glovers	26,000	5,532	2,681

Seamstress,
Age.
Mr. E. W. Lord.
C.

124. In many provincial towns, and country places, where no such thing as an organised assemblage of needlewomen to work in one building for fixed hours had until late years ever been heard of, a revolution in the manners and habits of the people is being silently effected. The amount of capital sunk in sewing machines is of itself some stimulus to production. The extraordinary and still increasing demand in foreign, and more especially colonial, markets for garments of English manufacture causes that amount to be constantly progressive. It may indeed be doubted whether, after many women have learned the use of the machine, the comparatively high rate of wages will have continued, and habitual improvidence have ceased, long enough to enable each family to have their invested capital in the shape of a sewing machine. It is however already an unusual case for sewing machines to be hired, either from the maker's agent or from the employer, at a weekly rent by the workwoman, who works at home. I have not heard of rent being paid by those who work upon the premises of their employers, but it is probable that the now numerous employers, who have spacious premises and valuable machines, would prefer to retain them, and have the latter, whether rented or not, at all events used under their superintendence. As it is, in large factories, one or more skilled mechanics are constantly employed in looking after the machines, and only the most skillful women are trusted even to oil them.

Steam power.

125. The application of steam as the motive power of sewing machines has not yet met with much favour; several employers have adopted and abandoned it, the difficulty of checking the speed, and the injury caused to the lighter machines by the constant shaking, being the chief causes of objection. At the Army Clothing Depot however this difficulty would seem to have been overcome. If the plan there adopted, and improvements on it, be generally applicable, there can be no doubt of the development of the factory principle of work in all directions. Even without this I cannot but think that the whole course of trade, except that concerned in the production of the very cheapest articles, tends towards the collection of large numbers in one place of work.

I. AGE.—SEX.

Age.

126. Some few have begun to use the sewing machine in a factory at as early an age as 11, and even 10, but it is not common for any to be machinists before they are 14 years old. Girls of 10 and 11 frequently assist machinists by preparing their work and winding the thread for them; in one case a girl had begun at 8 years old. The introduction of the sewing machine seems to have considerably affected the employment of children in the best trade, by enabling two or three machinists, of 14 or 16 years old, with the aid of one little girl of 9 or 10, to do as much "stitching" as 20 children would have done under the old system. (Nos. 321, 342.)

127. At home children of 5 and 7 help their mothers to hem shirts, to stitch cloth caps, and neck-ties, to sew tapes on crinolines; skirts: one began to make boot linings at 4 years old, another made fringe trimming at 4; children of 3 and 4 work on belts and leashes, at 7 on chenille nets, and boys buckram caps. This, though home work, is not mere family work; the child of a neighbour is constantly had in to help; some will hire two or three such, and usually keep them for the 12 hours at work. Among gloves in the Yeovil district and in Worcestershire, children of 8 and 9 are frequently employed, some at even 7 years of age, either at home or with three or four others working for a mistress.

128. At one work-place in London two children of 7 years old had been employed to make fancy straw edgings for bonnets. Here 20 or 30 persons were sometimes employed, but as a rule, where more than four or five are employed, it is rare for any child under 9 to be found, and few are under 10.

Sex.

129. In most of the large factories visited by me all the workpeople have been females, but at some wholesale tailors I have found several men working with them. In the small rooms of the journeymen tailors, and the "garret-masters" in the best trade, this is common, and where, as frequently happens, they are not all members of one family, the same, or probably greater, dangers arise than those which are said to exist, where greater numbers congregate. On the premises of master tailors in the retail trade none but males are employed. It is chiefly in the wholesale and shop trade that females are employed to make trousers and coats, their "legitimate" employment in the ordinary tailor's business being solely waistcoat making.

130. In most of the other trades with which I am now concerned females are exclusively employed, except for cutting out, and even when that is not so, as in the hat,† the bonnet, and the glove trades, the occupations of the two sexes are so distinct as practically to keep them apart.

II. NUMBER.

Number.

131. In large clothing factories, under the entire or partial control of the wholesale dealer, 70 and 80 are continually employed; at the Axe Brand, Chatham, there are as many as 100 machinists alone. Smaller employers out of London, who take work out from wholesale London houses, have often 40 or 50 when they are busy. Even in Whitechapel from 12 to 20 persons are not unfrequently employed on the premises of one person.

132. So I have found in London factories from 50 to 150 and 200 females making collars, shirts, ladies' underclothing, baby linen, neck-ties, chenille nets, and such things. At a stay factory in Portsea 60, at another in London 110 were employed, at a third in Bristol as many as 300, nearly half of whom were machinists. One crinoline factory in London employed 150, and a baby-linen house at times over 100. In many best factories 80 or 100 are employed: one at Norwich has 300; another at Leicester 400. At a hat factory in Salford more than 70 women were employed, while at Messrs. Christy's, at Stockport, more than 100 were girls under 18. In the London hat trade few females work on the premises, but willow bonnet and bonnet-shape makers in London employ 50 and 60 persons and in one case 100 on their own premises.

133. In nearly all these instances, which I have enumerated, there are also many small journeymen and mistresses employing from 6 to 18 persons on their own premises. These sometimes manufacture

* Mr. Cribb's best factory at Leicester, and Messrs. Ryland's warehouse in Manchester, are the only private establishments in which I have found steam power applied for this purpose: there are one or two more in the latter city.

† "Pinking," which a hawker applied, is for the most part home-work.

for sale, but more commonly make up the material, which they take out from some wholesale house. The employer of 100 hands in "bonnets" on his own premises employs three times as many at their own dwellings. At Messrs. Holloway's clothing factory, Stroud, 150 were on the premises, and the work given out employed several hundred more. Many still give out the whole or the bulk of their work, having the material cut out on the premises, and sent away to the suburbs and country places to be made up.

134. But this is the case to a still greater extent where, as for instance, in the clothing, the shirt, and the stay trades, what is done in the factory is only the "machining," the "finishing" being done "out." In shirt making especially, the ordinary course is for the front, collar band, and wristband to be machined in the factory, after which those parts are distributed with the rest of the material for the body to be put together, and to have the button holes made and the buttons sewn on. Each shirt thus passes through several hands, and the workman who is called the shirt "maker" usually does no more than put together the various portions of which the garment is composed. In the boot trade the "uppers," made by females in factories, are in all but a very few cases given out to men to have the soles put on. Ladies' under-clothing (other than skirts and stays), baby linen, and neck-ties are still for the most part made at the homes of the workpeople; as also are boys' fancy caps, cloth caps, belts, braces, leather and carpet slippers, and similar articles.

135. The proportion of hand-workers employed for each machinist varies not only in different trades, but in the same trade, in the same locality, and at work of the same quality, to a degree which would be astonishing, were it not that all manufactures in which the sewing machine has been adopted are even yet in a state of transition. At the Army Clothing Depot 8 hand-workers are employed to every machinist, when they are "on great coats," and 12 when "on trousers." At other clothing establishments the proportion varies from 5 to 5 or 6.

136. Stay makers reckon two or three needlewomen to each machinist; of five persons who make ladies' under-clothing two will be machinists. In boot factories the proportion is 3 to 4, 2 to 1, or 4 to 1; while in the shirt department of the Army Clothing Depot, after trying various numbers, from 22 downwards, they finally determined that the proportion of two hand-workers to each machinist was on the whole the best.

137. Some difference of opinion exists as to the extent to which, if at all, the use of machines has reduced the number of persons employed in the various trades above mentioned. The observations of Mr. Gibbons (No. 245) and of Mr. W. Thomas (No. 252), with reference to this point, are worthy of attention. It should, however, be remarked, that the practical experience of persons in the position of Mrs. Joseph, of Portsea, or Mrs. Caple, of Plymouth, (Nos. 241, 242,) is not always in accordance with the views of employers on this point. But there is, at all events, no doubt as to this, that, in the words of the latter, "It enables those who have them to earn a living, which none could at their 'needles without slaving before.'"

III. HIRING.—WAGES.

138. The little girls who assist the machinists are often their relatives, when this is not so they are commonly hired and paid by them. There seems to be no regular system of apprenticeship in any of these trades, so far as females are concerned, except perhaps the boot trade. Most of the older ones are piece-workers, whether machinists or not. The workpeople in no case reside on the premises where they work, except so far as they may be members of a family taking work home.

139. The name of apprentice is however still maintained in many, and an agreement in the nature of an apprenticeship for periods varying from three and six months to two and three years is in some cases entered into. Shirt makers at Portsmouth, for example, take one or two and sometimes more, paying them a small sum weekly, "if they have any work to give them, they do it, if not they stop at home; 'they never live with them.'" (No. 241.) So in the outfitting work at Plymouth, both shirts and clothes, many take two or three girls of about 14 as apprentices for three years, paying them 1s. a week for the first year, 2s. for the second, and 3s. for the third. One witness was apprenticed for 12 months to a waistcoat maker, for whom she used to work all night through once a week, she had 6d. given her on those occasions, but no other payment. (No. 284.) At some boot factories machinists are often apprenticed at 14 or 15 for two or three years, and receive 5s., 7s., and 9s. a week, as they advance during that time; it is said that in some cases they are bound to the foreman of the room, but in general the machinist either learns of the machine maker for a small premium, or gives her work for a few months in a factory in lieu of premium, and in some instances pays a gratuity to the person there who instructs her. At Messrs. Christy's hat factory in Stockport the girls are not apprenticed, but pay a small premium to the women who teach them, while at the same time they earn something for their work.

140. Children who help bonnet-shape and willow bonnet makers are hired and paid by those whom they assist, some are called apprentices, and give their time for three months in return for being taught, but pay no premium. Where small employers take apprentices, a premium is paid if they go for six months, but nothing if for a year.

141. In the rare cases in which cloth and boys' fancy caps are made in workrooms, two or three girls of 9 or 10 are hired by each workman to help him.

142. With regard to wages, it is very difficult to arrive at any general conclusion. In popular statements the quality of the work, the locality of the place of work, and the capacity of the worker, in each case equally essential elements, are, one or more of them, constantly disregarded. It is often assumed that the cheaper the work, the less remunerative it is to the worker. This is so far from being the case, that when, as is the general practice, work is paid for by the piece, many of the workpeople have of their own accord expressed to me their preference for working on the lower of two low priced articles, on the ground that the higher priced article required so much more time for its completion, to cause less to be earned in the same hours at such work, than at a kind which could be "run up fast."

143. In all these trades the general practice is to pay by the piece, whether the work be done at home or in a factory. The children, however, whether they help machinists and others in a regular workroom, or a neighbour in her dwelling-room, are necessarily paid a weekly wage. Basters of 11 and 12 in a clothing factory at Rochester have 2s. and 2s. 6d.; at Stroud, 1s. 6d. and 1s. Helpers of that age in stay, skirt, and boot factories, get from 2s. 6d. to 4s. and 5s. a week; at a bonnet-shape factory in London

Seamstresses,
&c.
Mr. H. W. Lord.
C.

some had 6s. and 7s., and one who was only 10 earned more than 5s. a week. "Lashers and piccers off" in the hat trade at Stockport have 1s. 9d. and 2s. 6d. a week as half-timers.

144. Shirt makers in the country round Portsmouth have sometimes one or two little girls, apprentices in name, to whom they pay 6d. a week for the first two months or so, and 2s. a week for some time afterwards. Children of 9 and 10 years old, who help glovers in the country, have often only 8d. a week; as they grow older they have more, some 1s. 6d. and 2s., but several had received only 1s. 3d. a week at 14. In the belt and hence trade in London I found children of 7 and 8 earning 6d. a week, and at 15, 1s. 9d. This is usually home work, and is poorly paid throughout; a girl of 20 in one case was paid only 2s. 6d. a week by the woman in whose room she worked; but another, who was only 10, earned 1s. 8d. a week at piece-work.

145. Chemise makers at about 10 have 1s. 6d. and 2s. a week; they are soon able to "get on piece-work," and at 11 or 12 some earn 5s. a week. Neck-tie ends are hemmed by girls of 11 and 12 in factories; these are paid 8s. and 5s. 6d. a week.

146. In some provincial towns and in small places in London, machinists are paid by time; at Gosport (clothing factory), 7s. 6d. and 8s. 6d.; at Manchester (stay and skirt factory), 5s. 6d. and 6s.; at Plymouth and Norwich (boot and shoe factory), 10s., and girls of 14 and 15, 4s. and 5s. a week. But they are more commonly paid, as hand-workers are, by the piece. In all these trades machinists frequently earn from 12s. to 15s., and vary within limits as wide as from 5s. to 30s. The wages of adult hand-workers may be stated generally as varying from 6s. to 15s. a week. Where they earn less, it is almost invariably home work. The evidence of a witness (No. 220), who was working at her own home in Whitechapel, may be taken by one, who might distrust the statements of employers, as a fair independent proof of what may be earned, even at slop trade. Her mother took out work from a small master who "re-made" cast-off garments, and she states that by the help of a machine, which she worked herself, and three hand-workers, 12 pairs of trousers, at 10d. a pair, could be done in a day of 14 hours. This, if equally divided, would give 2s. 6d. a day, or 16s. a week to each; but inasmuch as the machinist has always a higher pay than hand-workers, 13s. to each day worker, and 21s. to the machinist would more correctly represent the proportionate earnings. It is true that these people did not put their work wholly aside at meal-times, and worked at least two hours more than those who work in wholesale houses usually do; but it is easier, with such an instance in view, and especially considering the class of work, to understand how a girl of 16 can earn 23s., and a girl of only 18, 10s. a week by working a sewing-machine between 8 a.m. and 8 p.m., allowing an hour and a half for meals. As a rule, wage books in factories, where work is limited to 10½ hours in the day, show hand-workers earning their 6s., 8s., and 12s., and machinists their 9s., 12s., 15s., and 18s. a week.

147. I believe that most wholesale houses pay a fair price to all whom they employ directly. It is when work passes through several hands, each of which is to take its share of profit, while only the last does the work, that the pay which reaches the workwoman is miserably disproportioned to the price paid by the purchaser for the manufactured article. I have had personally so many opportunities of inspecting wage books in cases where, even had it been worth while to "cook" accounts for me, my unexpected visit made such a proceeding impracticable, that I am loath to adopt the statement of a lady, whose experience and kindness equally entitle her to credit, and say that most cases of distress, if properly sifted, are found to arise from want of energy or from inefficiency. (No. 84s.)

148. No doubt many persons earn a miserable pittance, especially in the shirt and collar trade, and such as belt and brace makers; shirt makers have told me of earning their 8d. and 9d. a day in no complaining spirit: "I get 5s. and 4s. a week oftener than 2s. 6d.," said one (No. 165) disposed to make the best of it. Gloving women also rarely make more than 4s. or 5s. a week. This however is all home work. "All poorly paid work," observed the manager of a large collar factory, "is home work and 'not factory work.'" (No. 247.) This I believe is so. From the evidence of the work-people at their own homes it appears that in the worst paid branches of needlework, except perhaps brace making, a workwoman, of average ability and industry, comes from 4s. to 6s. a week, if she is well supplied with work, reckoning her day at 12 hours with time for meals. Thus much I think is clear, that in trades of this class home work is as a rule the least profitable; partly because more time is wasted, partly because the cheapest kind of work is most readily trusted out of the employer's custody. The result is that less is earned in long hours at home than in short hours in a workroom.

149. The scarcity of good hands, the general ignorance, and inefficiency of those who propose to earn their living by plain needlework, are very serious matters, from a social point of view; and the complaints are not limited to employers. (See No. 251.)

150. With these general statements I must content myself and refer you for further information on particular trades to the statements to be found throughout the evidence. I may, however, observe that the adult females employed in some of these trades as hand-workers, who do not use the needle, the "fitters" in the boot trade, "plankers" in the hat trade, trimmers in the clothing, shirt, and collar trades, for instance, usually earn a higher wage than the average needlewomen; with chemise makers and belt makers this is not the case. In all these occupations it is the want of continuous employment, the alternations between very busy times and very dull times, rather than the low rate of wage, which causes competent work people to suffer.

IV. HOURS OF WORK.

151. In large manufactories of cloth garments the ordinary hours of work are seldom more than 12 in the day; in London warehouses they are frequently less. In Manchester, however, a girl of 13 had worked often from 8 a.m. to 9 p.m. (No. 223.) As the scale of employment is descended, the supply of work becomes more irregular, and consequently, while it lasts, the hours are longer. Thus at one place in Chatham, where very little work was going on when I visited it, they had worked for three nights in the previous week from 8 a.m. to 11 p.m. (No. 228.) At an army contractor's two years ago work had been continued from 8 a.m. to 11 p.m. several nights a week for months; and at another similar place from 8.30 a.m. to 10 p.m. every night in a week but one, on which they went on all the night. (Nos. 212s. b.)

152. The hours in shirt and collar factories are much the same as those which prevail among wholesale clothiers. London stay makers work from 9 a.m. to 10 p.m. at three periods of the year for a fortnight or a month at most. These are said to be the extreme hours of that trade; but one witness had worked

Estuary Work.
Children.

Gays, Skirts,
&c.

for a whole week from 6 a.m. to 10 p.m. at a stay factory in Manchester. (No. 258a.) Skirt (crinoline) makers in some cases (No. 259) have worked till 12 at night in London factories, and in Manchester work from 8 a.m. to 10 p.m. was frequent only a few years ago (No. 264); one there had used turks at 16 years old from 6 a.m. to 10 p.m. for three weeks together. (No. 268.) But in both places it is rare to work more than 13 hours in the day, including meal times, and the usual hours are less than 12.

152. In several boot factories in Stafford it is no uncommon thing "to make 7 days in 6; that is, 14 hours a day for 5 days," for 3 or 4 weeks at a time (Nos. 309-361); at one in Norwich, "all were knocked up" by working every night for a fortnight from 8 a.m. to 10 p.m. (No. 348); and at another they worked from 8 a.m. to 9 and 10 p.m. for 6 months together (No. 350). In London boot factories the hours seldom exceed 11 in the day; in one, however, 3 or 4 years ago, work had gone on from 8 a.m. to 10 p.m. during the summer half of the year (No. 308).

154. With willow-bosnet makers in factories 15 hours is the extreme; females who work at hat manufacturing in the north not unfrequently, in the spring, work for 14 hours a day, from 8 a.m. to 10 p.m.; this is also the case in summer with the machinists, who work in glove factories in the district of Yeovil; these, however, in some places take three hours in the day for their meals.

155. At small workrooms, and at home, the hours are often longer. One witness, a trouser-maker, whose usual hours, when there is work to be done, are from 8 a.m. to 10 p.m., works on Thursdays till 12 and 1 a.m., and "pretty often all night." (No. 220.) Another states that 16 and 18 hours is frequent with those who work at home. (No. 215.) Shirt makers often work from 5 a.m. to 8 p.m. in summer (No. 258); 5 or 6 skirt makers in a garret in Manchester, girls of 17, worked from 8 a.m. to 9 p.m. generally, till 10 p.m. sometimes (No. 205). So in the boot trade the hand-workers for a woman, who takes out "uppers," work from 7 a.m. to 10 p.m., the machinists going on only from 2 to 9, except her own daughter, who had last year worked from 5 a.m. to 11 p.m. every day but Saturday from February to October. (No. 308, and see Nos. 301, 368.) Two sisters at Norwich, girls of 16, who work their own machines, and employ 6 or 7 fitters to help them, often work during the 3 summer months from 4 a.m. to 7 p.m. (No. 353.) A shoe-binder, aged 14, "often works, when we are busy at home, from '6 a.m. to 9 p.m.'" (No. 281.) Another girl, aged 13, who helps her father (No. 309), works from 6 a.m. to 10 p.m. often. So again it is not uncommon for those who make ladies' underclothing to work half the night through. (No. 251.)

156. This is the case more particularly, when workpeople are allowed to take work home with them, after their day's work in the factory is over. A chenille-net maker whose hours are from 9 a.m. to 6 p.m., after stating that she gives her hands work to take home which shall last till 8.30 p.m., continues, "Some of mine have earned 15s. (a week), they would have to work at home late for that, perhaps till '2 or 3 a.m., for they will work much more slowly, as they get more tired; I know our work takes 'double the time after we light up.'" (No. 274.) A neck-tie maker, whose hours at her place of work were from 9 to 9, often takes work home four nights out of the six, "and till 4 a.m. often enough 'have I gone on at home.'" (No. 286.) So in the step-trade, "we don't go on more than the 12 hours 'here, but they are often working for 15 hours and more, for they take work home.'" (No. 216.)

157. Some work, belt and brace making especially, is so badly paid for that the workpeople are obliged to take it home, because they cannot earn enough in the ordinary hours of many London warehouses, 9 a.m. to 7 p.m. (No. 246). It is among these and other poorly paid workpeople that children's hours of work at home, and in small work places, are long; the evidence taken by me at the night school in Golden Lane shows a number of little girls from 7 to 13 years of age all working at least 12, some 13, hours a day, and several 14 hours on the alternate days, Saturday as well as others, so as to enable them to come to the school on the other days, when they worked only 12 hours. (Nos. 275-282.)

158. It seems quite a common thing at Yeovil for the children, who work at home or three or four together for a mistress, to work at 8 and 9 years old from 6 a.m. to 8 p.m. Some have worked longer, especially at home; one of 14 often worked from 6 a.m. to 12 at night (No. 374), and another, who was only 9, and had been two or three years at it, had worked all one night, and from 6 or 7 a.m. to 11 and 12 p.m. on other nights in the same week. (No. 375.) When they work for a mistress, they are usually "tasked," or have so much work given them to get through in their day. It is said that they may go, when this is done. If so, the amount given would seem to be calculated to last 14 hours in the hands of a child of ordinary application and ability. This is acknowledged to be unnecessary. One witness, who herself has had four or five girls at a time, thinks that all the work that a wanted worker be got through between 8 a.m. and 7 p.m., but the same evil exists here as that which I had occasion to notice in a former report with regard to fashion cutters; two or three days are wasted at the beginning of the week, and consequently many at the end work "half the night, and all night 'so sometimes.'" (No. 374.) At Worcester and Evesham some children had begun to sew weds at 2 or 3, one at 7, years of age, but they rarely work longer than 11 or 12 hours a day. (Nos. 397-401.)

V. MEAL-TIMES.—TREATMENT.

159. Tea is usually taken on the premises where they work; whether they go home for dinner depends on the distance. An hour is usually allowed for that meal in factories, but at home and in small work-places all meals are commonly taken while they are working, if there is any need for haste. A trouser-maker in Whitechapel says, "We are not two hours in a week away from work for our meals." (No. 220.) In some establishments no meal is allowed after the 5 o'clock tea, although the work may be continued till 11 p.m. (No. 212b.) When the ordinary hour for leaving off is 7 p.m., a short time, a quarter of an hour or more, is generally allowed for tea; but at some places where the usual hours are from 8 a.m. to 7 p.m. no time is given for tea, unless they work later than 7. In one case, a boot factory at Norwich, the workwomen had nothing to eat after their dinner at 1 p.m., when working till 9 and 10 p.m., unless they brought something to eat at their work. (No. 350.) The hasty manner in which the glove makers at Yeovil frequently swallow their meals, and the habit, even among females, of taking beer or other stimulants, in the place of substantial food, to save time are specially noticed by Dr. Tomkyns (No. 426) as productive of bad results. At Stoke, where the factory hours in summer are 14 in the day, an hour is taken for each of the three meals.

* See also Nos. 274, 296, as to bosnet sharpen and chenille net.—R. W. L.

Scoutmaster,
do.
Mr. H. W. Lord.

160. I have not met with any complaints of serious ill-treatment. One witness speaks of its being more than the children's lives were worth to look up, if a stranger entered the room of a glove mistress at Yeovil, and another mistress at Worcester has a character for "thumping, if they don't attend" (Nos. 374, 397); but I believe cases of cruelty to be very rare.

C.
Treatment.

State of place
of work.

VI. STATE OF PLACE OF WORK.

161. In the case of manufactures, which are carried on by identical processes in the homes of the workpeople, in the ordinary dwelling-house room of the middleman, and in the large factory of the warehouseman, it is impossible to make any general statement as to the condition of workrooms. Even in spacious rooms, where 60 or 100 might otherwise work without injury, effective ventilation is still very uncommon. In one newly built clothing factory in the country the architect had taken more than the usual precautions to ensure by means of small perforations behind the skirting board a supply of fresh air to a spacious room on the ground floor, and open gratings had been placed in the ceiling so as to allow the foul air to pass through an upper room of the same size, which was excellently ventilated by shafts in the roof. Yet the lower room, at the time of my visit, was offensively close from the simple cause that the workpeople in the upper room had been allowed to throw down the garments as they finished them so as entirely to cover up the gratings from below.

162. Many large rooms have no contrivance for ventilation beyond windows, some of which will open, and here and there a grating in the wall usually stuffed up with rags. In such, the number of cubic feet per head, when the full complement of hands is present, varies from 210 to 240. On the other hand there are large factories, especially some of recent construction, in which proper ventilation has been secured, a good supply of water laid on, and decent water-closets provided; the walls and ceilings are whitewashed once or twice a year, and the floors scrubbed once a week.

163. In smaller places defective ventilation is universal. Many of them are sleeping rooms as well as workrooms, and this not only in the east end of London. "Frequently as many as five or six persons " will be employed by one man in one room, which serves for the sleeping room of the family as well " as the general workroom . . . both sexes working together. In fact two out of three workplaces at " the West end, even where they are on the premises of the master, are simply wretched." And again "there is nothing of that kind" (water-closets, washing apparatus, &c.) "in the private houses, " where they usually work, seldom even pure water." (No. 221.)

164. The state of workrooms among the small middlemen, and in the dwellings of the workpeople, in the Shoreditch and Whitechapel districts is too well known to require remark at any length from me. Apart from sanitary questions, nothing can well be imagined more destructive of all sense of decency and self respect than the greasy walls, the reeking atmosphere, and filthy dress which appear to characterize the small shop trade of that locality. The worst workroom in the worst establishment bearing any pretensions to be called a factory is, so far as my experience goes, superior to the home of these people.

165. So also rooms in the low parts of Plymouth, where four or five, and even nine or ten shirtmakers work together, are described as being very dirty and small; "You can scarcely breathe in them." (No. 244.) I have myself seen in London 30 or 40 collar makers working in very small, crowded, and dirty apartments. Crinoline skirt makers are better off, as the large frames or blocks, on which the "skeleton" skirts are made, and the others "steeled," take up much space. In one case an employer, who showed me with some pride the very airy and clean workrooms in which his skirts were made, did not appear to realize the painful contrast afforded by the collar makers employed in his own premises in another street.

166. Boot and shoe manufacturers, staymakers, hatters, and straw and willow bonnet makers often work in very close and unwholesome places, even where 40 or 50 persons are employed in the aggregate on the premises.

167. In all these cases the use of the sewing machine tends to increase the bad effect of overcrowded rooms, by causing an excessive consumption of gas when the days are short; in some places gas is economized, and so far, health protected, by turning two machines back to back and having one gas jet between them, but the ordinary rule is for each machine to have a separate gas jet. The jet, so far as I have seen, commonly has no chimney, and very rarely a screen or shade. The effect of entering a low-pitched workroom, where 50 or 40 machinists are working under such conditions, at so early an hour as half-past 5 p.m. in the month of November is almost overpowering. From my own experience of the particular workroom I can well believe that the account given by the witness No. 88 is by no means an over statement.

168. I have selected from my notes of different trades some dimensions of workrooms of a class intermediate between the factory and the dwelling-room. They are typical of the very numerous cases in which the common sitting-rooms or bed-rooms of a small private residence have been appropriated solely to purposes of work; a state of things, even now, not wholly confined to small employers.

Occupation.	Locality.	Number of Persons.	Cubic Feet per Head.
Tailor - - - - -	Whitechapel - - -	18	70
Cheese-net maker - - - - -	Cripplegate - - -	10	72
Boot-finisher - - - - -	Leicester - - - -	13	73
Boot-closer - - - - -	City Road - - - -	10	81
Bonnet-maker - - - - -	Goodell Road - - -	9	81
Boot-closer - - - - -	Norwich - - - - -	24	90
Shirt-maker - - - - -	Hoxton - - - - -	10	90
Tailor - - - - -	Chatham - - - - -	30	108
Hatter - - - - -	Southwark - - - -	18	176

* In one case an employer, proud of the size of his room, observed that sufficient ventilation was obtained from the windows which were very large. We tried to open four in succession, but the bolts were rusted and immovable.—H. W. L.

† These rooms are rarely more than 6½ feet high; several visited by me were only a few inches more than 7.

VII. NATURE OF OCCUPATION.

Sewstresses,
&c.

Mr H. W. Lodge.

C.

Sewing Ma-
chines

169. The work of the machinist, so far as the purpose of this inquiry is concerned, varies very little in the different occupations in which the machine is used. In the hat trade the sewing machine is used only for felt hats; the sewing of the silk into the shape for blocking, the lining, binding, and fastening the inside band, in the case of the ordinary silk hat, is all handwork of women seldom much under 18 years of age. Tailors, staymakers, and boot makers as a rule use heavier machines than shirt and collar makers.

170. Wherever machines are used, the younger ones usually baste the work, and otherwise prepare it for the machine by lightly tacking it together. They also wind the thread on reels, sew tapes on skirts, put in the pockets and linings of trousers, and help with their needle in many other ways. In some clothing factories they have to press the seams, but I have not found any using a heavy iron for that purpose, or subjected to the great heat of the regular ironing room.

171. The labour of pressing is considerable, iron being often 8 lbs. in weight. The heat from the stoves in the ironing room is also very great, and when, as is commonly the case among "small employers," there is but one room for all purposes of work, this contributes much to the general unhealthiness of the place. It is needless to remark how much worse that becomes, when the workroom is likewise the only sleeping apartment of those who occupy it.

172. The turning thick trousers inside-out for the purpose of ironing, is noticed as being very fatiguing to the ironers, and the fine dust, which is driven out of the common "native" molaslin, while it undergoes the process, is said to make them very thirsty (No. 225); I have myself seen this dust lying quite thickly in an ironing room, which was well ventilated, and the women's dresses were as white as sails*. In many places, however, each person irons her own work; at the establishment, to which I last alluded, the ironers were a distinct body.

173. Among gloves a peculiar mode of finishing is adopted called ironing; the iron is in the shape of a band, and is commonly heated in a fire, after which it is fixed at the edge of a table, at an angle of about 60° with the surface, over which it inclines; the finisher, frequently a young woman of 16 or 17, stands at the table and draws the glove over the iron, powdering it with French chalk, which she rubs in with a soft pad. Mr. Seaward's plan (No. 578) of heating hollow hands with steam seems to lessen the fatigue of the finisher, and avoid the heat caused by the fire in the room and the nature of the operation.

174. The ironing room in collar factories is generally separate from the other workrooms, when both are on the same premises, but in many cases, if not in most, the collars, which are kept in stock unwashed, are "got up" off the premises, as they are required.

175. In this manufacture the material is first damped, the collar and band are then cut by means of a knife and a block, a dozen at a time: after being dried they come into the hands of the needlewomen; one turns the edges in, a second tacks them lightly, a third fastens the band on, a fourth puts the button-holes in, and a fifth does the machine work for the finishing and ornamental work. In shirt making also the material is cut out on the premises of the wholesale manufacturer, even though it is distributed many miles away to be put together.

176. Children cut the willow cloth into strips for willow bonnet makers and double each strip; those who help bonnet-makers sew the wire round the crowns, and the crown to the front; they also trim with scissors the buckram crowns, after they have been hot-pressed into their proper shape. Children also sew the inside leather band round the edge of felt hats; very young ones sew the lining and cardboard of boys' fancy caps.

177. In the Stockport district, where felt hats are made, girls, sometimes as young as 15 or 14, are employed at home in what is termed "planking." This, so far as females are concerned, is home work, and is done in sheds attached to the dwelling houses. Several plankers of both sexes stand at a table shaped like an inverted hexagonal* lamp shell; from the edge of this six plane surfaces slope down towards the centre, where there is a cauldron of water with some chemical ingredients (sulphuric acid) kept at a very high temperature by a fire or gas below. Each planker has a separate plane, and from time to time dips the felt into this liquid, and rolls it on her plane to felt it, manipulating it so as to harden it, and reduce it to the requisite dimensions.

178. Netting chenille for hair nets is also a common occupation for very young children. These and the other occupations, to which I have alluded in nothing their age, do not need further description. The work of these who sew gloves at home in country places requires more particular observation, and it will be necessary here, in order to be intelligible, to give a brief sketch of the whole process of glove making.

179. The leather after undergoing various processes, which are performed on it by men, reaches the glove-cutting shop, where it is cut with shears into pieces of oblong shape, or into strips; from the latter are formed the foreparts and thumbs; the former are stamped or punched out by means of a die called a "web" and a hand press, like a printing press: the palm, back, and fingers, which are thus in one flat piece, are then rolled up with the other parts and given out to be sewn, the backs having been first given out to be pointed or embossed, as the case may be.

180. The tambour frame is similar to that formerly used by ladies for embroidery, the glove being stretched horizontally between four bars of wood fixed on uprights, and a very fine crochet needle used to form a chain stitch.

181. By pointing is meant the plain sewing on the back, this is usually done by the aid of what is called an "engine," the old pad having disappeared. The engine consists of a small brass vice with grooves or teeth on each side, fixed at the top of a slight wooden stem, which springs from a flat stand; the teeth open and close by means of a spring worked by the foot. The whole instrument is very small and light; when in use the girl, sitting on a low stool, holds the stem between her knees, her feet being

* Or octagonal.

Sewstresses,
&c.

Mr. H. W. Loed.

C.

Stays, Boots,
Skirts

on the stand; the back of the glove is firmly held between the teeth so as to be level with the top of them, the needle is then passed through each pair of grooves in succession, and the silk sewn over.

182. For tanning leather gloves the sewing machine* has been adopted, but is not in general use. The young women, whom I saw using it, were over 20 years of age; they were all employed in factories. The plate of the machine is placed on a higher level than is usually the case; this is so arranged in order that the elastic material may be held at a proper tension on each side of the plate by the operator.

183. Children also find employment in stay factories, in scraping the whalebone and wrapping it in this paper, in "cottoning" or drawing threads through the gores for the purpose of giving additional strength to the article, and in stamping the metal eyelets with a hand press. Older ones insert the bones and hulk.

184. In the boot trade children "tie knots" in the ends of the thread, which the machinist leaves unfinished; they also ink the edges; put in eyelets and laces, sometimes dust stock in the warehouses, &c. Girls of 14 sometimes work as fitters; for this purpose they use a knife and paste, and a last.

185. Skeleton skirts are made by girls of 15 and upwards; the waistband is put on round the top of large wooden "blocks" or frames, over which hang several vertical tapes fastened to the band; a coil of covered wire lies on the floor, from which the worker breaks off the length required to form the hoops, attaching it to each tape at the point of contact by means of small brass clips, which she closes over the stuff with pliers. Skirts of the other kind also are mounted on blocks, in order to have the flat steel hoops inserted, after the tapes have been put on by the machinist.

VIII. EFFECT OF EMPLOYMENT UPON PHYSICAL CONDITION.

186. The contrast in personal appearance presented by those who work in large well ventilated rooms, when compared with the ordinary type of journeymen and assistants, who work at home, or in small places of middlemen, is very remarkable. The superintendent of the factory at Fimble (Army Clothing Depot) states that a decided improvement in health is perceptible in a month or two after their coming there to work. (No. 212.)

Sewing
machines.

187. The general impression is in favour of the effect produced by the use of the sewing machine on the health of the people, when the other conditions of labour are favourable to health, and the hours of work are moderate. One employer, who on this point states his wife's opinion as well as his own, does not think married women fit for that work. (No. 225.) One witness (a hand-worker) states the effect at the "monthly times" to be bad. She had spoken of her sister's health as "nothing near so good" as it was. (No. 238.) On the other hand women are said to have worked machines to within a day or two of their confinement without any ill effect. (No. 291.) Another employer states that those who stand are more healthy than those who sit (No. 226), but among the girls themselves I have found opinions differ on this point. (Nos. 203, 237, 261.) It is, however, worthy of remark that the only case of one, who had worked as long as 16 years at the machine, is not favourable (No. 214); most whom I have asked as to this have worked from two to four years only, none more than seven, with this exception; she was only 25 years old.

188. One in a shirt factory, who had worked for seven years, states that many cannot stand it longer than that (No. 234). She found it very tiring even for the hours 9 a.m. to 6 p.m., and after working long on dark work her eyes got dull. This witness looked very delicate. One of her companions referring to her, said, "Some are naturally delicate, their eyes suffer, and they get very tired;" and another, while she stated that she had worked for three years, and was as strong as ever, said she herself got very tired, when she worked till 10 p.m. (No. 236.) The case of spitting blood—a machinist in a small crinoline factory—(No. 261) appears exceptional.

189. The shaking of the machines is stated by a staymaker to be very wearying, but to have no particular effect, and the cutting out, on which this witness was engaged, tired her much more than working the treadle did (No. 288a). Several employers observed that the machinists had better health now than the hand-workers used to have; and one, a manufacturer of stays (No. 252), states that after special inquiry he finds that in his factory fewer machinists than hand-workers are absent from illness. The opinion of a manager of a large boot factory at Norwich is directly opposed to this, and is certainly borne out by the figures, which he adduces. (No. 348.) Several foremen observe that machinists in this trade are more healthy than the shoe binders of former days were, and attribute it reasonably enough to their having more air and exercise, and being able by means of higher wages to have better food and dress. At the same time they find themselves very tired after working from 9 to 9 (No. 301 a); and "don't know how to stand sometimes" when they have been going on from 8 a.m. to 9 and 10 p.m. (No. 320.) Mr. Whiden (No. 325), of Northampton, thinks 8 hours a day quite long enough, and 10 hours too long (and see No. 341.) The manager at Messrs. Homan's factory at Norwich found so many made ill by working only one hour over-time, from 8 a.m. to 8 p.m., that he had put a stop to it altogether. (No. 343.) Cases of persons of consumptive tendency suffering from stooping and of affection of the eyes have also occurred. (Nos. 303, 304, 348, 355, &c.) The latter is especially noticed in the case of those who work on the patent or enamelled leather, used in the export trade for ladies' boots, the front or "vamp" of which is ornamented with elaborate patterns sewn in white silk. (Nos. 344, 355.)

190. The opinion of the medical profession, however, so far as I can ascertain, is by no means adverse to the sewing machine. Dr. Ord, whose experience is recorded in this year's report by the Medical Officer of the Privy Council, has made this a special subject of inquiry, and is satisfied that its influence

* It is also used for a species of pointing, in which the silk is sewn "through and through," and not "over."

is beneficial rather than otherwise. Dr. Tripe, the Medical Officer of Health for Hackney, who at my request was good enough to make similar inquiries, is informed that they all feel better and look better, after they have got accustomed to the work. (No. 414.) On this subject I consulted several medical gentlemen in provincial towns where machinists are employed in large numbers in the manufacture of boots, but found that their remarks were generally directed against the overcrowded and ill-ventilated state of the premises rather than the nature of the employment. (Nos. 422-425.)*

191. It has been observed in one case that the needlewomen suffer more from colds than machinists who work in the same room. (No. 223.) On the other hand needlewomen who work at home in the country are less susceptible of cold than those who, though dayworkers, are for the day employed in houses of business in provincial towns. (No. 251.)

192. The badness of the size used in stiffening the material, of which the coarse kind of stays is made, is noticed as being actually unwholesome, and causing sickness and fainting among the workpeople (No. 232); a similar cause in the case of inferior fastens has also been pointed out to me by one or two employers as productive of similar results. (No. 223.)

193. Women, who "plank" felt hats, do not complain of the steam from the "kettle" as being unwholesome. Willow and straw bonnet makers find their shoulders become very cramped and their fingers very sore. (No. 300.)

194. The little children who work at home at glove sewing suffer very much, if not at the time, at all events when the seeds of ill health sown in the long hours of sedentary employment have grown with their growth into womanhood. Apart from any special effect of stooping at the "engine," or at a later age over the tambour frame (Nos. 297, 298, 406), or of injury to the eye from "having to look so long at the bright brass" teeth of the engine (Nos. 373, 374), the mere work of children for so many hours has its wonted effect in the low tone of health, the feeble "delicate" constitution of after-life. Taking up as I did this inquiry into the glove trade, while the details of the willowers' and dress-makers' evidence were fresh in my mind, I could not but be struck with the similarity of physical results, and even of the modes of expression, the vague phrases popularly used to denote that weakly state which does not get a name. To Dr. Greenhow's Appendix in the Third Report of the Medical Officer of the Privy Council (1896, p. 187), I beg to refer to you on this point; with his remarks Dr. Tomkyns (No. 420), after 17 years' experience as a medical practitioner at Yewell, generally coincides.

IX. MORAL CONDITION.

195. Tailors' morals are said to have improved so far as drunkenness is concerned, but even on the showing of the witness who makes the statement things might be better than they are. "I have had" some of my best workwomen, fine handsome girls and decently educated, being bottles full of drink "in their pockets, and chuck them over the roof when they had emptied them." (No. 221.)

196. I have before alluded to the indiscriminate mixture of the sexes in tailors' rooms. It is almost peculiar to that trade, so far as workrooms on any scale much beyond an ordinary dwelling room are concerned, and even in such the exceptions are frequent enough to show that it might with a little care be wholly avoided.

197. The machinists are always said to be the most "intelligent" and "smartest" (Nos. 225, 256); and my own observation has fully confirmed this. Whether their moral character is also superior is a matter on which it would be idle and fallacious to make any assertion. There is too little room for doubt that the girls who are employed in all these occupations are, as a class, noted for loose language and light behaviour. Mr. Black, of Rochester (No. 225), found that they used very bad language at first; he had succeeded in checking that to some extent, but other employers, it would seem, are less impressed with the responsibility of their position.

198. Several witnesses comment in strong language on the "incalculable mischief" produced among working girls of this class by "those terrible places," as one calls them, the music halls and dancing saloons. (Nos. 262, 253.)

199. With these girls, as with those of a higher social standing, to whom I have referred in the First Part of this Report, love of dress is the besetting sin; "every sixpence goes upon their backs;" but stay-makers, of whom this was said, are not peculiar in this respect. The amount of money spent on dress among the gloves at Yewell, a class which is by no means highly paid, was said to be immense, and the trade has there achieved as noticeable a notoriety, that one young woman assured me she could get no exercise, because she had to work all day, and it was not respectable to be out in the evening. (No. 373, and see 387, 388.) In the neighbourhood of Evesham also, where that trade is largely carried on in the homes of the workpeople, the state of morals appears to be equally low. (No. 401.)

200. It is worthy of notice, that the experience of the mistress of the Golden Lane Night School (No. 253) is that those who work away from home are more neat and clean and superior in general tone of character to those who work at home. No doubt the children who attend that school are, as a class, employed upon only the lowest and worst paid work; but it is more than probable that home influence among workpeople of a higher grade in many cases conduces but little to the development of either moral or religious qualities.

201. Many are still utterly without education. At Mr. Black's, of Rochester, a favourable specimen, very few could write; two girls of 12 and one of 14 were unable to read. At a clothing establishment

Seventeen.
As
Mr. H. W. Lord.
C.

Education.

* In consequence of finding an impurity prevalent in parts of the east end of London that the surgeons of St. Thomas's Hospital had pronounced against the use of the machine, I advised myself of Dr. Ord to ascertain the truth of the statement, and learned through him from Mr. Sidney Jones, the seniorest surgeon there, who alone runs the occupation, that it was an impurity. That gentleman states that in two recent cases, when the harness parties had been inflamed, he had recommended the dress of the machine, but his observations are not yet matured for the purpose of any generalisation as to basal disease.

Scamstrones,
 &c.
 Mr. H.W. Lord.
 C.

at Manchester I found two girls of 14, and one of 17, who could not read. At a hosiery factory in Norwich, out of 20 girls whose ages varied from 16 to 20, seven could not read; another, who was 15, had never been even to Sunday school. The state of ignorance among the crinoline skirt makers is made the subject of strong comment by one employer. (No. 290.) One girl at his works, who was over 13, could not read the word "shilling" in large type. So among willow and straw bonnet makers, some of 14 and 15 were unable to read, and young women earning 1*l.* a week could not write their names. An employer of girls in chemise-net making had no idea that people were so ignorant, until she began that business: "not one-half of them can read." (No. 274.) So cloth and boys' fancy cap makers, girls of 18 and 20, cannot read.

292. Very interesting evidence on this point is given by the intelligent mistress of the Golden Lane Night School with reference to the commoner class of workers. She states that out of 270 girls there between 9 and 15 years of age, the majority of whom are employed in shops and manufactories during the day, two-thirds could not say their alphabet when first admitted; and yet all but about a dozen of these had, before they had gone to work, attended a day school of some kind. (No. 283.)

293. It is among the glovers in country districts that the evils produced in a population, which may be said to work constantly from eight years of age, become conspicuous. The evidence of the mistresses of the two National schools for girls at Yeovil shows this state of things: 150 under 7, and 92 over 7 years old, attending them, and of these only 12 over 10 years of age; 12 girls between 12 and 14, who had for a few months attended one of these schools for half the day, "could only read imperfectly, and not one could write." (Nos. 384, 385.) So in the Sunday school very many are found to be "wholly ignorant of the simplest facts of Scripture history," and it is necessary to teach reading and spelling on the Sunday, in order to put them in a position to obtain the little instruction, that an attendance confined to Sunday school admits of. At Stoke, a village a few miles from Yeovil, containing 1,400 inhabitants, there is not even a National school in existence. (No. 382.)

294. Upon this point I wish to call your attention to the remarks of Mr. E. Beacock (No. 350) and Mr. Walker (No. 311), on the applicability of the half-time system to children engaged in the hosiery trade. Messrs. Christy have already adopted a half-time system of their own in their hat manufactory at Stockport, which works excellently (No. 292), and I know of nothing in the nature of the occupations of the young ones in any other branch of my present subject to make the plan of relays less applicable to them.

I have the honour to be,

Gentlemen,

Your most obedient servant,

HENRY W. LORD,

Assistant Commissioner.

EVIDENCE upon the MANUFACTURE of WEARING APPAREL, by Mr. H. W. LORD.

Dress-makers,
London.
Mr. H. W. Lord.
c.

PART I. ON DRESS-MAKERS, MANTLE-MAKERS, AND MILLINERS.

MADAME ELISE, REGENT STREET. (November 1868—April 1869.)

With regard to this establishment I wish to make one or two remarks, which will be more appropriate in this place than in my report.

The protracted absence of the principal through illness on the continent caused this to be the last place of its class which I visited at the West End. In the meantime I received from various persons very different accounts of the past and present state of the premises, of the system pursued there, and of the habits and character of "the house." I have abstained from referring in my report to any statement concerning such matters, whether made by a member of the establishment or not. My reason is simply this, that I preferred to rely upon other parts of my evidence, and not to draw any illustrations from a source which, it might be thought, was exceptional, and which, after the events of last season, seems to be looked upon by many as untrustworthy.

My visits were made on five distinct occasions, twice unexpectedly. I have twice been over the house, and have examined, both in the presence of Mr. Isaacson or his bookkeeper, and alone in a private room, many of those who are employed there, some selected by him, others by myself. I have also questioned many girls in other places of business, both in London and the country, who had been before in the employment of Madame Elise. Most of them have spoken of her establishment as decidedly superior to others, of which they had had experience. All considered the milliner's work-room, and some of the bed-rooms, to be much overcrowded in the season, and with that opinion my own coincides. But as to the hours of work, and various domestic grievances there has been great exaggeration, and some statements, received by me at second hand, have turned out after careful inquiries to be altogether false. On the whole I believe that the evidence of the following witnesses is substantially correct.

1. *Mr. Isaacson*.—We have from 70 to 80 residents and about 25 day-workers in the season. There is very little difference in our numbers throughout the year.

We do everything we can to make those who live with us comfortable, and to keep them respectable. We have only been in the business since 1859, and we have spent 1,600*l.* on their bed-rooms, work-rooms, and dining-rooms alone. My landlord will not allow me to make the alterations I wish, and the trustees of Archbishop Tension's chapel will not suffer any erection over our show-room in the space between our Regent Street and King Street houses. If I could have my own way and a 21 years' lease of all the premises, I would have all the bed-rooms opening into corridors, and only one person in a bed. As it is, the houses are no doubt badly built, and ill adapted for business purposes; but what can we do more? To ourselves it would be a positive relief to have the regular factory system, and only day-workers. We should get rid of a great deal of responsibility and expense as well.

We pay 100*l.* a year to a physician, that they may be attended free of cost. He calls every day, and the housekeeper informs him if any one is ill. If they are obliged to take to their bed, our rule is to send them home, or, if they have no home, to get them taken in at some hospital or infirmary, till they recover. For trifling ailments they can be taken care of here; we have a housekeeper and five servants. They have my little thing that our doctor says they should have, when they are unwell; but we have to be on our guard against deception. Not long ago, for instance, one was taken very ill, she said, and must go home to be under the care of her own doctor; she would not let our regular medical attendant see her. Next day she was seen with a man at Hampden Court. Only last week a letter, the look of which I did not like, was sent here for a young lady, who was ill in bed with what she called the shingles. I was busy when I came, but at about 5 P.M. I sent up to her room about it. In the meantime it had been delivered to her, and she had recovered from her illness, and had gone out, and did not return till 11 that night.

Water is laid on upon every landing. The work-rooms and bed-rooms are done up twice every year, spring and autumn, the ceilings all whitewashed, and the walls discoloured. Where the walls are papered, we put a new paper up every two or three years. My wife and myself reside here during the week; we only go away on Saturday to Acton. We have a farm there, from which the milk and fruit for this house is supplied; they often have a little fresh for dessert.

We try to make their Sunday dinner as comfortable and as homelike as we can.

Our apprentices pay a premium of 50*l.*; that alone should keep them select. They never work after 9 P.M. in the season or out of it. Our hours at this time of the year (Nov.) are from 8½ A.M. to 7 P.M. for all our hands. After the season is over, all have three weeks or a month's holiday. No deduction from their salary is made on that account. We keep on many more than we want at this time that we may have them in the summer; there are now 22 in the millinery rooms, for instance, and we could do well with six.

We allow them to go out for three evenings in each week, after work is over, until 11, if they put their names down.

Work is never commenced before 8 A.M., and rarely until 8½. We once asked them if they would not prefer the hours 6 A.M. to 6 P.M. in the season, instead of 8 A.M. to 11 P.M., but all said no. Towards the end of March we increase our hours till 9 P.M. As the season advances we become later, but at no time do we go on after 11 P.M., except on the nights before the drawing-room. We do not on other occasions work after 11 P.M., even for the most pressing orders, but in the case of the drawing-rooms we cannot help ourselves. Ladies often don't decide upon their trimmings until the last moment, and so we have 24 trunks to complete in as many hours. If we had 20, or even 10 drawing-rooms, instead of three or four, we need never work late. We do not like these long hours ourselves, for Madame Elise and myself sit up as long as any, and have not the whole of the next day to rest upon, as the young ladies have. The whole of that day is lost for any purpose of work; in fact, there is no one in the work-rooms. On the very rare occasions, upon which work is said to go on the whole night through, some will get to bed by 3 or 4 A.M., and all but a very few can by 6 or 7 A.M. at the latest. A few may have to go to the ladies' houses to dress them. When they work so late as 2 or 3 A.M., they have sandwiches and tea or coffee at 11 P.M., and cold ham and tongue, with sherry, at 1 A.M. They will have had the usual light supper at 9 P.M. A bell rings for these meals, and they all leave the work-rooms and come down stairs for them. We should be delighted to discontinue working after 11 P.M. on any occasion, but the young ladies do not themselves dislike it. On the night last season, when we worked all night, all of them asked leave to sit up, without our saying anything about it.

What work we have after 11 P.M. on those drawing-room nights arises in a great degree from mistis; sometimes a new body may have to be made at the

Dress-makers.
—
London.
Mr. H. W. Lord.

last moment. Another thing is, that materials like tulle and tulle lace cannot be touched till the latest hour possible, for fear of being spoiled, if kept for some time before they are used. Frequently the girls themselves dislike very much having to leave off at a fixed time; they get into the "thence," as they say, or plan of their work, and will lose it all, if they wait till morning to finish.

We reckon that an assistant and a second hand can make a body of a dress together in a day in the season. That is what we expect.

I think the girls themselves will suffer most, if anything like a factory system of legislation is introduced. The bed-rooms would be turned into work-rooms, and those, who are now well housed and cared for, would have to find a wretched lodging where they could, for there are not homes enough for one tenth of them, even if they all liked to go to them. You would in effect be making none prostitutes in the streets. As it is, the temptations they are exposed to are bad enough. Letters come with ornaments and elaborate monograms for the young ladies. Such things have but one meaning, and commonly but one end. We do not require the young ladies in our show-rooms to wear silk. If any are known to dress beyond their means, they had better go. Silk stockings and millinery boots are out of place with us. But as for hours of work, I could tell you of a lady, whose own maids sat up all night preparing her train for the drawing-room.

We have the greatest difficulty in enforcing the necessary rules for conducting an establishment like ours respectfully. Not long ago one of our young ladies, who was in the receipt of a salary of 80*l.* a year, stayed out all night. Another, a second-hand milliner, took an apprentice—a young girl of 16—out with her one Sunday, and did not return till nearly midnight, though our hours for apprentices to be in is 10*l.*, and for others 11 *p.m.* What was I to do? I discharged her the next morning, paying her up to the moment of her leaving. My strictness in these matters, I know, made me enemies; but for the sake of those who live under my roof, and who are, as a general rule, highly respectable, and some well connected, I am bound to act so.

Some take extraordinary fancies. One girl of 22 actually went out at 11 *p.m.* and stayed out all night, merely because she was offended at her bed having been moved by the housekeeper to a part of the room, where she had not the same neighbour in the next bed. Only yesterday a milliner, when we pay 2*l.* a year, did literally nothing, and on being asked the reason said that she did not choose. I ascertained that she had had some quarrel with the first land, and took that means of showing her independence.

Sometimes we have met with dishonesty; in one case we found that a person, to whom we were paying an enormous salary, and who was in a position of great trust, was wholly clothing herself in our goods. We allow them to take what notions and thread they require for their own work. We used to allow them to buy their materials of us at cost price, but we found that open to such abuses that we gave it up.

With regard to that sad occurrence last year—Miss Walkley's death—I only wish you would make any inquiries about it, or indeed about any other matter, of the whole establishment. All the young ladies who slept in her room, except Miss Beare, are still with us; ask them. Ask her mother, her sister, the person with whom she lodged before she came to us, if she was not very delicate before she came to us, and if she did not always say she was, and really was, happy while she was with us. This, at all events, I may say, that scarcely any of the young ladies, who were then with us, are not with us still, and the applications for employment continue as much as ever.* I do not think Miss Bramwell would have sent us 17 girls from her home in Great Marlborough Street, since this happened, if she thought we deserved one half

the terms we have had. Her chief assistant was with us for some time, and from her, or indeed from the girls themselves, she would hear soon enough, if anything went on wrong with us.

There has been no change whatever in the arrangement of any of our rooms since Miss Walkley's death. The ventilators, and partitions, and number of beds in the rooms are all as they were then. Our rooms have always been open to visitors. Lady de Grey and several other ladies of title have been all over our establishment since that affair.

2. *Miss Sooty, head-dress maker.*—I have been here for three years. Miss Walkley was my bedfellow till she died. There was another double bed in our room then, and is still; one of the young ladies, who usually occupied it, was away then. No alteration of any kind whatever has been made in that bed-room since her death. There always was a ventilator in the window, as there is now; it was there three years ago, and at the time of her death; the window always opened by being pushed out from the bottom. She was delicate from the first. Soon after she came, she told me that she had only just recovered from rheumatic fever, and that she had been nearly starved before she came to Madame Elise. She was ill several times here. She had been home for some weeks within a short time of her death. She used to be confined to her room for a week or a fortnight at a time from ill health. I did not work in the same room with her; but I am sure that she never worked for Madame Elise at least, long hours enough to kill her. I should know when she came to bed, of course. I do not think she ever worked after 11 *p.m.* None of us ever do, except on the one or two nights before the drawing-rooms. She complained of headache on the Thursday before the Monday morning, on which she died. She had not been working late in the work-room just before that. On the Wednesday her work was over soon after 8 *p.m.*, for I recollect her coming up into the bed-room, when I was there, at about that time. She came to fetch something for her own private work. She did work late on that Wednesday night, but it was in our bed-room at her own dress. She worked till 12 or 1 *a.m.* till I was with her till 1 *p.m.* on the Sunday. She never worked at anything on Sunday morning. She had been fretting a good deal about a disappointment she had had some little while before; she was engaged to be married, and it was broken off. I think it turned out that he was married already. She told me all about it. She never complained to me, or to my husband, of being overworked, or of the rooms being unwholesome and making her head ache. She was quite cross with me for wanting her to send for the doctor, and called me "Job's comforter" for saying so.

I have never myself worked after 11 *p.m.*, since I have been here, except on the drawing-room nights; on those we go on till 3 and 4 in the morning, and occasionally longer, but many of us ask to do it, because we then have all the next day to ourselves. If you have been told that the work here in the drawing-room was gone on from 7 *a.m.* till 12 or 1 *p.m.* for every night, that is untrue. Three nights is the utmost, and more frequently two; but none of those who live in the house ever begin work before 8 in the morning, the day-workers never before 9. We never work on Sundays. Apprentices are never allowed to work on any night after 9. We paid often to be working in our bed-room till midnight and put over our own dresses and things. Mr. Isaacson has had to send up and take our candles very several times after 12. He has never spoken to me about Miss Walkley's death since last summer. Every word which you have got down now, of what I have told you, is perfectly true.

3. *Miss D. T.*—Before I came to Madame Elise I had been in four other West End houses. In one of those, where I was two years ago, we used to go

* In April 1866 Mr. Isaacson said that they had averaged 50 a day since the beginning of the year.—H. W. L.

on till half-past 11 on Saturday night in the season. The usual hours there in the season were from 8 A.M. to 12 at night. We used to sit up all the night before the drawing-rooms twice in the season, and work on the drawing-room day until 3 P.M. without going to bed. On the night before the last night we should clear at about 3 A.M. All the establishment but the apprentices did so; the apprentices were not later than 11 or 12. About 40 persons were employed there, 30 of whom were residents.

It made it much harder there not having the next day to ourselves after the drawing-room night. Here we always have it. I generally go out for a walk after breakfast instead of going to bed as some do, for the air seems to do me more good than bed. I always awake with a bad headache, and am quite ill, if I go to bed before the evening, after these few days of hard work.

At Madame Elise's in the season we are generally in the work-room soon after 8 in the morning, and we work until 11 P.M. On the drawing-room nights we generally have to go on till 3 or 4 A.M., and for two or three nights before that till 12. For the first drawing-room this last season we had to go on all the night; that means till 6 or 7 in the morning; we were more busy than we ever had been; everyone wanted to go.

There is a great deal of standing for those who are engaged on ball dresses, court trains, &c., especially the trimmers. I think they sit more here than in some places, but some must stand a great deal, and they suffer. You may see stools under the board, but there is so much moving about that they cannot be much used.

4. *Miss B. R.*—I have been four years with Madame Elise. Our hours are much shorter than they were when I first came. She had not long begun for herself then, and I think she could not all at once get out of the hours which used to be observed here. They had been shortened before Miss Walkley's death.

5. *Miss R.*—I am a second hand dress-maker. I came as an improver from the country. My premium was 10*l.*, and I was to be improved for 18 months. My salary now is 40*l.* a year. I am very comfortable here; of course we can't expect to have everything like home. I was the youngest at home, and the rest were grown up, so I dare say I was rather spoiled; but I don't think I should like always to be at home. Altogether I was never happier in my life than I am here.

I sleep in one of those rooms on the same floor as the bed-room which Miss Walkley had. I should not like to leave it, because all four of us are tidy, and that makes a great difference in the comfort of a bed-room. We might have more air than we do there; but one of us, the senior, will not have the window open.

We used to work from 8 A.M. to 10 P.M., when I was apprenticed in the country. We work later than that here in the season, but scarcely ever after 11 P.M. A good deal of time is often lost unnecessarily in the morning, because we can't set to work at once; either the things have not come from the City, or the first hand has not got them ready prepared for us to begin upon. An hour or two often goes so before anything is begun.

I am always very glad when Saturday comes; we leave off at 8 P.M. then. I am very tired at the week's end in the season, but my health is very good. The young ladies in our room don't faint; they do in the milliner's room sometimes; they have not much air in that room.

The only illness I ever had here was the measles. I could not afford to pay a nurse, so Mr. Isaacson asked me, if I should mind going into the hospital. He became a subscriber in order to get me in. I should certainly go there again, if I could, in case of illness, for, of course, in a house of business we can't have all the nursing we want. If we are merely poorly, we can wait on one another. The house-keeper and everybody were very kind to me here. I

was away for three weeks, and the drawing-room was in one of them, so I was lucky. For a week after I came back I was allowed to do just what I liked, so that I might get well before I began work. This was before Miss Walkley's death.

6. *Miss R. N.*—I have been employed in four private houses at the West End. All were fashionable houses. I must say that Madame Elise's is the least deserving of censure of any of them. I was at Madame L.'s for several years three years ago. Work used to begin there at 8½ A.M., and continued in the season till midnight, generally speaking, except on Saturday, when we cleared at 9. We always worked all the night before the drawing-rooms, and till 2, 3, or 4 A.M. on the previous night. Out of the season we left off generally at 9 P.M. The bed-rooms were not clean, and the work-room was very hot; but we were not very uncomfortable there. The food was good, and we had enough. An attempt was made once to deprive us of our tea; several left in consequence. It was not carried out.

I was at Miss G.'s for three winter months; even at that season we always worked from 8 A.M. to 11 P.M., and till 12 at night on Saturdays generally; we sometimes began at 7½ in the morning. There we had good bed-rooms and work-rooms, but not enough to eat.

I was also for four winter months at Miss R.'s. Our hours were worse there than anywhere. I left on that account alone, for everything else was pretty good. We always began at 8 A.M., and certainly did not, as a general thing, give over before 12 or 1 at night. I am sure that in all those four months we did not leave off more than 14 or 15 times as early as 10 P.M. The sole reason was the small number of hands; there were only four milliners and five or six dress-makers, with work for twice the number.

7. *Miss D. N.*—I was apprenticed to Madame Elise, and am now out of my time. I am in the millinery room. I never worked after 9 P.M. at any time during my apprenticeship, not even at the time of the Exhibition. Apprentices never do here, nor do improvers, unless they are to be here only for six months. Since my apprenticeship I have worked once all night, till 7 A.M. that is to say. I then had the next day to myself. For one or two nights before that I had worked till 12. The milliners often make the ruchas for trimmings to help the dress-makers.

Our room is very hot, but in the summer we can have the windows all open; there is no damp and fog then. Besides, after 9 o'clock the apprentices and improvers all leave the room, there are six or seven of them, so there are so many less in the room.

I don't think any of us faint. In the work after Miss Walkley's death several fainted. That was hysterical; we were all very much excited, and those who were nervous could not help fainting. I never did, and since that week I have not noticed any do so. It was not at all usual before, any more than after her death, for them to faint. I dare say one or two may have fainted now and then. Certainly there was not one case every day, nor even every week in the season.

[The two following witnesses were not at Madame Elise's, when I took their evidence. I read over their statements, at Mr. Isaacson's request, to one of the young ladies in his employment selected by myself. He had no opportunity of communicating with her, for he stayed with me, while she was sent for, and left me alone with her directly she arrived. I insert her remarks in brackets. Mr. Isaacson was wholly unaware of my intention to visit him on this occasion, so nearly four months had elapsed, since I took the preceding evidence and had my last interview with him.]

8. *J. K.*—I was at Madame Elise's, before I came to Messrs. —, in the show-room there also. I was

Dress-makers.
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London.
Mr H.W. Lord.
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Dress-makers.
London.
Mr. H.W. Lord
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there for the three months of the season. They certainly work long hours, and the rooms are close, both the bed-rooms and the work and show rooms; still there has been a great deal of exaggeration about it, and there are many worse than here. [She must have left for ill-health, or incompetence, or misbehaviour. I never knew of any in our show-room being engaged for the season only.]

We used to be in the show-room there from 8½ A.M. to 10 P.M. [Absurd; perhaps 8 P.M., rarely 9.] It used to tire me; my health gave way. I think it was the closeness of the room more than anything else that caused it. [That could not be the show-room.] I find the difference here very great, both in the length of hours and in the accommodation. I am quite well here. The young ladies in the show-room there used sometimes to sit up late after their own work was over to help the dress-makers. It was quite voluntary if they did so. I mean they were not compelled. Perhaps it was expected that they should do so. I dare say that if any had refused, it would have been unpleasant for them. [If one of our friends has to be late, we help her.] We all of us sat up all the night before the last drawing-room had one, I think it was. [It is possible; some do, because then they have all the next day to themselves.] Some went to bed at 8 in the morning of that day; others had to go on later; some did not get any rest till 1 or 2 in the afternoon. [Those were not in the show-room.] They had to dress the ladies after their work was over. But we generally had rest to make up for it, when the busio was over.

I lived in the house, so that I know the usual hours of the work-room in the season, though I was not generally there. I will give you a fair unexaggerated statement. Work always lasted from 8.30 A.M. to 11 P.M., that was the earliest and also the usual time for closing. I should say they worked on till 2 A.M. for more than 12 and less than 20 nights in the season. [Perhaps 12 times.] Working all night through was very rare. If any worked on till 6 A.M., they would generally be the first hands, trimmers, and finishers; they would in most cases after that stay in bed till 1 or 2 P.M. The food was good and there was plenty, but it was often spoilt in the cooking. The worst of all was the bed-rooms.

10. C. E.—I was for four years an out-door worker at Madame Elise's. Some of the young ladies had been there five and six years, but I was one of those who had been longest there. Mr. Isaacson wanted me

to live in the house; he said it was not respectable to live out of the house. Perhaps he was right as to many girls; but I can take care of myself, and I could not have worked at those did who lived there. As it was, my health was so impaired, that I had to be away for some months after the last season that I worked there. My sole object in living out was to avoid the long hours. Mine were quite long enough; they were never less in the drawing-room weeks than from 9 A.M. to 11 P.M. I have stood day after day the whole time, except of course the meal times. I used to go home for dinner; our tea was given on. I have quite staggered with fatigue often when I have reached home at night. The usual hours in the house at those times were from 7 A.M. till 12 and 1 A.M., but every night in the season work would go on till 11 at least. [None ever begin work till 8 A.M.; they are called at 7.] Once even the out-door workers went on the whole night. I have no ill feeling of any sort against Madame Elise or Mr. Isaacson, on the contrary I think they are kind in many ways. The fault is in not refusing orders and in overcrowding the house. Many came only for a few months. [I know nothing about the terms.] Those in the house are paid quarterly, and have a month's notice before leaving. The day-workers are paid by the week, but can be sent away or leave at a moment's notice. Most of them have 9s. a week, some assistants have 10s.*

From all that I have heard from young ladies, who have worked in other houses, there must be many worse than Madame Elise's, even the work-rooms. In one thing her's is certainly better,—and indeed the character of the house is quite altered from what it was in this respect in other hands. Mr. Isaacson takes very great pains to keep it select and respectable; he would discharge any young lady who was out after 11 P.M., or who went to places like Cremorne. That criticism has made him enemies. [That is quite true.] The ventilation of the work-room was not properly attended to long after Miss Walkley died, but it is a common fault in work-rooms of private houses; the only air which can come in through the window, so that some are in a draught or others are suffocated. Directly after her death several partitions were taken down in the bedrooms so as to increase their size. [I never heard of it; I am quite sure that, when you were here last year, you saw every room in the place, and all just as they were when she died.]

MRS. DAY, BRUTON STREET. (November.)

11. Miss M. D.—I keep the books; one of my sisters is in the show-room, and another in the work-room. I have been here for a long time, and can tell you, with the help of our first hands, all you want to know. 26 sleep in this house, and we have accommodation for 14 more at No. 8; we send the best comers there; we do not require all the rooms in that house at this time, but only in the season. They are furnished apartments, but the same supervision is exercised over those who live there, as if they were in this house. They are not allowed to go there in the day-time without leave from me, and the housekeeper has strict orders not to suffer any to be out after 11 P.M. If we are working later, they leave before the others clear up. We have not taken any apprentices since Mrs. Day went to reside away from the premises; she did not like the responsibility of having them, when she could not look after them.

We do not employ French girls as a rule; we rather avoid them; ours are chiefly Scotch. Their ages vary from 18 to 68. Our work-room becomes very hot when there is a fire and the gas is lit; but about that and the hours of work the first hands can tell you better than I. We average from 7.30 A.M. to 11 P.M. in the season.

I think our comfort is studied by Mrs. Day as much as it can be; our food is very good; sometimes

we have fish dinners, then we always have wine also. We have lately had fruit now and then; of course I do not mean regularly once or twice in every week, but as a treat for the girls three or four times altogether, and wine with it.

Some are more tired than others by the long hours; one was quite knocked up at the end of last season; others appear to feel it very little. It is the heat and closeness of the work-room more than the work itself that affects them. We have ventilators in the windows, but they only make it very cold for those who sit near them, so they are stopped up—at least one is—and consequently those in this part of the room suffer from the closeness. Two ventilators were put in the chimney, but they, as you see, don't work at all; there is also one in the door. They are generally stopped up by somebody.

Four or five of them do work, which involves constant standing; that one, who says that she has never suffered from swollen feet, speaks the truth, but some have suffered a good deal in that way. We are singularly exempt from illness.

12. Miss ——— (referred to by the last witness).—I am a skirt maker. I have been employed in dress-making for seven years, and was never ill before last season, so I suppose it must have been our work that made me so then. I had very good health as an

* Mr. Isaacson, when I read this to him, remarked "she forgot that others got 12s. and 16s."—H. W. L.

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apprentice, and before I was apprenticed, I have lived all my life in London. Last season it so happened that I had always almost to be the latest. I used to feel very tired and sleepy. I did not exactly faint, but I had yawning fits. The doctor afterwards said they were caused by a disease of the nerves. I did not think anything particularly of it at the time, as I did not speak about it to any one. I had had my regular holidays every year before, but had not gone into the country, as my friends live in London. I have now had to be for three months at the seaside. I think I am quite well again now.

13. *Mrs. St.*—I am first head here. Our room is certainly very hot, although it is a fine lofty room. We have from 22 to 23 in it in the season. There are nine gas burners, which are then all lit in the evening. We now breakfast at 8 a.m., and clear at 7 or 8 a.m. In the season we breakfast at 7, clear at 1, have tea at 5, and supper at 8. Half an hour is about the time for each meal, but our numbers compel us to have our meals in two sets. Our time for leaving off in the season varies from 8 to 12; the most usual hour is 11. We leave off at 8 a.m. on Saturday. The drawing-room nights are always exceptional. For last May drawing-room we worked for two or three nights till 2 and 3 a.m. In one very exceptional case we were working more than 18 hours on an average for four days one after the other. We began at 7 a.m., and went on till 1, 2, 3, and 4 a.m. successively. We were very tired after it, but nothing more; one certainly was knocked up by it; she had not been away into the country for two or three years before; we all want that after the season; every one needs a thorough change. We are always allowed holidays, if we like to take them. We had never worked so long as that before; it was in June last.

The account you have read to me from the pamphlet published by the Ladies' Sanitary Association seems to me very improbable; working for 48 hours, and then three hours rest, and then for 22 hours and two hours rest, and so on through the week, is more, I should have thought, than was possible for any one to stand. I never knew any one to work nearly so long. I have indeed heard of one house where, it was said, they worked for three nights with only one hour's rest, but I never had any means of knowing if that was the truth. We have so many little comforts here that we perhaps do not feel our work as much as in some places. There are many houses where they have very few. For my own part I think that two hours in the morning are worth three or four at night, but the French girls, I believe, all prefer working at night. I should call it very bad management to keep girls waiting for work in the morning. No doubt, when the first head happened to be dilatory, or unmethodical, or fond of late hours

herself, the girls might have to work late, because their work would not be prepared for them in the morning. We always have a list of our work made out to prevent mistakes or delay.

No doubt needlework does affect you in the course of years. It is not so much that dress-makers get really ill, but they become gradually, almost imperceptibly, weaker. A little thing soon knocks them down. It is worse when they begin young. Girls of 14 and 15 in some houses work, at all events, the usual season hours, from 8½ or 9 till 11 p.m., and never have any walk except on Sunday. They might now and then be sent out to stretch, but their friends would not like that; it is not apprentices' work. I should not have liked it myself; it must often be very disagreeable.

Some girls seem from the first to have no appetite, some perhaps lose theirs as they go on, but there is no general rule. I suppose without exercise you can't have an appetite, yet some of ours have. I have sometimes taken quite a dislike myself to some sort of food, mutton for instance, and really could not eat it, though it was very good and very well cooked.

At some houses they work the same hours all the year. I should not like that at all. I much prefer to work hard in the season, and have some time to myself after it is over. We shouldn't like it at all, if an Act of Parliament were to make us work the same hours all the year round, even though it shortened the hours of the season.

[14. *Mrs. Day*, to whom I read over the foregoing evidence, remarked with evident sincerity that no one would be more pleased than herself at any scheme for lessening the occasional overwork, but after much consideration and repeated attempts she had been unable to prevent it. The question was not one of profit, but of accommodation, as indeed there was a strong personal feeling subsisting between many court dress-makers and their customers. On these occasions there was always great waste of material and of time, all being fit for nothing on the following day. Some ladies from mere want of thought gave the shortest possible notice; at the same time, if very long notices were given, it would be of no effect, for the dresses would get spoiled, if they were sent home many days before they were to be used, and there was not standing room in any dressmaker's for more than a few of the many trains and other dresses of extensive dimensions ordered in the season, so that they could neither be kept there nor sent home.]

15. MR. STILES, HANOVER SQUARE. (November.)

The dress-making business is my wife's; we are quite independent of it, and could give it up whenever we chose. I am fully conversant with all the details of the hours of work, the rate of payment, and their social condition generally speaking.

Our system is this:—They commence work at 9 a.m. and leave off at 10 p.m., then they have supper, and after that clear and go to bed; that plan has been recently adopted. They used to have supper at 9, and go on till 11 at work. This is a clear gain to them, and yet I have had a regular strike among them, and had to send off all the ring-leaders.

They are all excessively foolish and ignorant, stupid and careless beyond belief. Dress-makers seem to be so even beyond all other women; but you cannot reason with any of them. Positively I think most of them have no mind at all, or next to none. If the hours are too long anywhere, it is wholly owing to one of two things, the stupidity of the workpeople, or the thoughtlessness or indifference of the customers. The only thing needed is to have one or two persons more than are absolutely wanted, so that you are in-

dependent of the fancies or the follies of the work-people, and are prepared for any ordinary emergency. That is what we do, and as a consequence you hear from my wife that we never worked, even on a drawing-room night, last season after 11 p.m., our usual hour at that time for clearing. Depend upon it no interference is needed. As it is, your inquiry makes the hands dissatisfied. If restrictions are imposed on employers, the hands will either be the mistress, or be ruined. The only way to keep them alive, and out of vice, as out-door workers, would be to provide asylums for them. What funds are you prepared with for that purpose? I would be glad enough to subscribe 1000*l.* a year, as long as we continue in business, to any general home to take them off our hands, and relieve us of the trouble of looking after them. It would be a saving to us. Indeed some scheme of the kind has been discussed by my wife with some of her customers.

There would be no difficulty in getting persons to do our work. We have many who offer to come for nothing, merely to have the recommendation of having

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work here; that alone is a sufficient reform. We never take apprentices. The machine does apprentice work for us. Our skirts are all made out. We have one person who does all the cutting out upon the premises, both for skirts and bodices. The skirts go out and are then given out to be made up in the workpeople's own homes. How long work goes on there we don't know. My wife says that they will sometimes take work out at 6 in the afternoon and bring it back at 12 the next day; and when she asks if they can get it done, they always say "Oh yes, we have plenty of workers at home." So far as we are concerned, the majority of our people have never on any night been at work up to midnight, during the 10 years for which we have occupied these premises. Those who do stay so late, on the very rare occasions when any do, are the tailors and the dressers, never more than two or three, who put the finishing touches on to court trains, ball dresses, and the like, after all the making of the dresses is over. They always have wine or coffee allowed them, and some of the others better over their work that they may have a share of the refreshment.

We have more than 60 employed here in the season, of whom 35 or 40 are residents. They have very good food and plenty of it. There are 10 servants in the house to attend on them and ourselves.

It is quite clear, I think, that our establishment requires no restriction, and I am certain that no case of overwork can be made out, so as to justify legislative interference with the trade. I do not believe in these stories of long hours continuing day after day.

I am quite convinced that the only result of an Act to limit the hours in private houses like ours would be to injure the girls themselves. No employers would keep them in the house, if they couldn't have them work a little longer on occasions of pressure now and then; so that you would have them all day-workers, or, in other words, you would drive them all to starve or go on the town. We pay probably the maximum price for day-work. How are these women, who are now comfortably housed and fed by us, and paid a salary as well, to live on 10s. or even 12s. a week? If they would not have a higher rate of wage than day-workers now have. They cannot get cheap

lodgings in this neighbourhood, and they cannot manage to live so far off as King'sland or Hackney for instance, or any other place, where cheap and decent lodgings are to be had. Their dinner cannot cost much less than 10s. a day; tea is provided generally for day-workers; but there is breakfast, and probably supper, and clothing all to come out of what is left of 2s. a day or less, and then there is no provision for Sunday.

But suppose that we kept them in the house, and that they left off work at 9 P.M., what are they to do from 9 till 11? Work for themselves? Why for themselves and not for us? How is any one to tell for whom the lights are kept burning, and the work is continued? Are they to go for a walk? I know that I for one will never let my young woman, who lives in my house, pass my threshold at that time of night for any such purpose. I know too well what the streets are, when the day-workers leave, to expose any of my residents to that temptation at all events.

I should certainly alter the terms of my agreement; there should be no more month's warning; they must go at a moment's notice, if they are to be in my house and be able to say as the clock strikes a certain hour, "Now we will work no more for you or for anybody."

In Paris no dress-makers reside on the premises of their employers; only milliners do. The two businesses are kept quite distinct there, and are not carried on, as here, in the same establishment. The only day observed in Paris in a way at all corresponding to our court drawing-room days is New Year's Day, and that is on a very different scale. The grand displays in Paris are the ball at the Tuilleries, the ministers', &c. and particularly the fancy dress balls. The dress-makers then sit up all night for two or three nights successively before these. They are very independent; only yesterday a member of a leading French house was telling us of the inconveniences sustained by employers there through these girls choosing sometimes not to work, and so bringing in the orders perhaps a week after they were wanted. That in what our's will come to, if you go on at this rate; and as to the moral character of dress-makers in Paris, I suppose there is not much evidence needed on that point.

16. MRS. MURRAY, PORTMAN STREET. (October.)

[The following statement was drawn up and forwarded to me from this establishment after I had been conducted over it, and had made various inquiries of the ladies who manage the business, and of others in their employment.]

"The number of dress-makers in the house averages 30; they have only one in-door apprentice, who is 19 years of age, and is their youngest resident; they never take any under 16. The ages of the residents vary from 20 to 40 and over; most have been with them many years, some more than 25 years; they have not, as a rule, been their apprentices; many come from Scotland. They have day-workers, six or seven in number, for the most part previously out-door apprentices, who receive 12s. per week, increasing according to work. Their out-door apprentices do not pay a premium, but serve two or three years, afterwards commencing with 8s. per week; all their day-workers and apprentices reside with their parents, who are, for the most part, themselves in business. Their hours are from 9 A.M. to 8 P.M. in summer, and from 9 A.M. to 8 P.M. in the winter and spring months, and less when business is suspended earlier. Most go home to their dinners, some bring it with them; tea is provided for all.

The residents' hours in summer are from 9 A.M. to 9 P.M., occasionally shorter; in the winter and spring months from 9 A.M. to 8 P.M., sometimes less. At this season of the year they frequently leave off at 5 and 6 o'clock. When it is necessary, as is the case from time to time in the season, they consider it better to commence earlier, and never work after 8. Before

a drawing-room they, two or three times, commence as early as 5, and on one or two rare occasions at 4 A.M., always leaving off on drawing-room days directly the social things are done, usually about 1 o'clock P.M. They do not work 16 hours a day (from which breakfast, dinner, and tea hours have to be deducted) more than six or eight days in the year; when it is so, they always have two breakfasts, one before commencing, and the second at the usual hour. Each has, at least, a fortnight's holiday in the season, some a month. The residents frequently go for a walk, they are well-proportioned women, and are for the most part daughters of tradesmen, some of professional men. They can, without anxiety, be trusted at any time, but none of the younger ones are allowed to go out in the evening, except in company of their sisters or an older one. The younger ones are sent out frequently, generally on business, but always for the purpose of getting the air. All have good health, and wonderfully little illness. The two or three days on which they work successively beyond the usual time does not appear to do any harm, and is not protested or repented so as to become injurious. They have no affection of the eyes, none even wear glasses. A bath, with hot and cold water laid on, is supplied for the use of the establishment. Ladies, as a rule, are most considerate as regards time; court dresses in particular are often ordered weeks before they are required; in this respect they have been very unjustly censured. Owing to a greater length of time elapsing between the several drawing-rooms last season, the necessity for continual length of work was not so great as on many previous years.

MADAME LEVITLY, GEORGE STREET, HANOVER SQUARE. (October.)

Dress-makers.

London.

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17. *M. Levitly*.—We have as many court dresses, I believe, as any one but Mrs. Murray, so that we have some experience. I think that 12 or 14 hours a day, including meal times, is the very utmost necessary at any time, except perhaps on the night before the drawing-rooms.

On the whole, I think we could manage with working from 9 A.M. to 9 P.M. at this time of the year, and till 10 P.M., an hour later, in the season. Some employers might then discharge their residents, retaining only a few, and putting out as much work as possible, and having day-workers for the rest. Some might get French girls instead of English to make, for they work much faster, and the extra salary would not be very much; still I should say that most would retain their present staff. I think we should at all events.

You may say that we begin work occasionally at 8.30 A.M., but in fact it is always nearer 8, and do not in the season work after 10 P.M. for the occasions on which we do so are very rare. It is, however, impossible to avoid working late on the drawing-room nights. It is the summers and winters, the French girls chiefly, who work very late; they number about 6 or 7 out of 52.

It is difficult to persuade them to take exercise; they have an hour for dinner, and might go then, but they do not; perhaps one in 50 goes once a week for a walk before breakfast. We do not allow them to go out during working hours.

Speaking generally, those who are on the staff, so to speak, in houses like our own, where some have been 8, 10, and 14 years, are respectable truth-telling girls. Some, however, work for the season, living in the house, and leaving at the end of it; perhaps 5 or 6 in 50 do so. I do not think that their testimony is so much to be relied on.

MADAME EINSTEIN—DEVEY, GROSVENOR STREET. (November.)

21. *M. Einstein*.—About 70 persons work here in the season, nearly 40 of whom are then residents in the house. My opinion is that if the hours of work for dress-makers were limited to those between 9 A.M. and 9, or perhaps 10, P.M. it would be a very good thing for the girls themselves, and would not be inconvenient to any serious degree to their employers. They would only have to engage more hands for the season. With regard to our own establishment I am

As to moral character, we should never have to discharge any of our girls on any ground of immorality. I am quite sure that if any girl, who was not respectable, got in among them, she would be made to leave without being turned away by us.

It is quite unnecessary to have our girls standing all the day when the court trains are in hand; much of the work can be done sitting, and they can and do change about if they are tired.

I have read over the evidence given by me before the Committee of the House of Lords in 1855. I still think as I did then. All my remarks then made are equally applicable to the present state of things.

18. *Miss L.*—I used to work at Madame F's. The hours there were from half-past 8 A.M. to 11 P.M. all the year round; but in the season they were often much later. The milliners did not often work much after 11 P.M., but the dress-makers went on till 3 and 4 in the morning several times every week.

19. *Miss Maria D.*—I was apprenticed here, and have been here more than 10 years. I have never worked for three nights together till 1 in the morning. I may have worked as late as that on the drawing-room night, and nearly as late on the night before. The first hands are the longest worked. As a general rule, we never stand at any work all day long, whether court trains or rushings for ball dresses; the most is several hours.

20. *Miss T.*—I work the machine. My hours are from 8½ A.M. to 8 P.M. In the City I worked from 9 A.M. to 6 or 7 P.M. Here I have 40 guineas a year and my board and lodging. I began at 16. I have never suffered, except from headache and eye-ache and getting very tired. I was always delicate. I never worked at any but machine work.

quite sure that we should not suffer from such a regulation; the only thing needed is that it should be *quite* general; that all should be equally restrained. But that cannot be ensured by any mere moral pressure or social influence. Government must do it, if it is to be effectual. I should be glad of it, personally speaking, and should be very ready to submit to it, for I cannot see why young ladies should have to work the hours that men will not, and indeed cannot, endure.

22. MADAME TROCKEL, REGENT STREET. (November.)

We now breakfast at 8 A.M. and put away at 9 P.M.; in the early seasons we put away at 8 P.M. Our hours in the season do not exceed 8 A.M. to 10 P.M., except on the occasion of a drawing-room or a wedding or a mourning order. I can give you no idea how often such exceptions occur; they are not very frequent. My great difficulty is to get them to bed. They will go on with their own work after the regular work is over. My husband has sometimes turned the gas off at 10, and so driven them to their bed-rooms, but we found that they brought candles and worked there. I intend next season to try to get them up earlier. I am quite sure that nothing is gained by sitting up late at night. One hour in the morning is worth three at night. I believe that if we could get another half hour's work in the morning, have breakfast at half-past 7, and always begin work at 8, we need never go on after 10 P.M. Yet, only two nights ago, I found that they had been working on till 11, when there was no need for it whatever. We were not ever very late last season; the season before was later.

If you want to do any good in the way of stopping long hours of work, you must make it a rule for us, and make us observe it by Act of Parliament; there is no other way.

23. *M. Trockel* made the following additional

remarks on my reading the foregoing evidence to him.]

No doubt we are later on drawing-room nights as a general thing. We try in these weeks to finish at 11 P.M., but it has been sometimes as late as 12 or 1 before our work is over; in that case we always leave off at 4 P.M. next day. When Her Majesty's birthday is kept in the same week as a drawing-room, there is always a great deal of long work. It would be a great relief, if it was a rule never to keep the birthday within at least a fortnight before or after a drawing-room.

The long hours are often the girls' own choice. We have found before now that persons whom we employ, have actually set up to carry out orders given privately by letter to them from our own customers. It is not only unfair to us; think what a temptation to a girl in our house, with all the materials at hand lying about, for a lady to write and ask if she could make, say, a velvet bonnet, at some price lower than our charge.

Before the Saturday early closing we used to allow each girl one evening in every week by rotation after 5 P.M., in order that they might do their own work. Now, in common with many other places, all leave off at 5 P.M. on Saturday. We found this abused, and were obliged to make a very stringent

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rule that all should be in by 10.30 p.m., unless they preferred to sleep at their parents' or friends' houses on that night, and spend Sunday there.

My own experience is, that if young ladies work too late, they are quite fagged, and unless the next morning. It is to the interest of all to have the hours of labour as short as is consistent with the proper carrying on of business. No doubt there are many, in a small way of business chiefly, who work their young persons shamefully, so that it amounts in some cases to actual oppression. But it must be remembered that there are many season houses, who depend on five months of the year for profits to support them through the whole year.

The effect of any harsh measure of legislation would be that, in our own case, for example, we should keep only 2 in the house instead of 16. That is the habit of the leading Paris houses; two or three clever young ladies reside in the house; they see the work, as it is brought in, and make trifling alterations, if they are needed; but the bulk of the work is given out to day-workers. Of course we should prefer, for many

reasons, not to resort to this step; we should not like to risk our patterns being pirated, for example. If we were restricted within reasonable limits only, we could easily manage with taking on, perhaps, half a dozen extra hands for six weeks in the season; 14 hours would, I think, be reasonable, including meal times, for 12 hours of work are quite enough; say from 8 a.m. to 10 p.m. The customers would then know that we could not work to please anybody beyond a certain time, and so would be obliged, as they cannot be gratified upon, to give us orders in good time. As things are, those who give longest notice are often worst served.

You may rest assured that the mere making of dresses does not pay, except so far as it feeds is other things. Millinery pays, and a profit may be had upon the materials provided for dresses, but there is an absolute loss in the cost of making; and certainly, what with change of fashions, muffs, and long coats, dress-making, as a whole, is very far from being the profitable concern it is supposed to be. Most of our bad debts are in that department rather than the millinery.

MADAME JACOBI, BOND STREET. (November.)

24. *Madame Jacobi*.—I do assure you that I think from 8 a.m. to half-past 9 p.m. quite long enough for anybody to work. When we work till 12 and 1, as we are often obliged to do, we all suffer in health, my daughters, my niece, and myself, quite as much as the rest. It is too much; we work for three months as late as 12 every night, at all events for five of the six in a week. But till an Act of Parliament comes and says "you must not," all is useless. As it is, if I refuse a lady, she goes to my neighbour, who takes her order, as I cannot refuse without displeasing her, and perhaps may lose her custom, because she thinks me disliking. But if every one were the same, if all were equally prevented by the law from working more than what I have said, we should be all alike, and the ladies, when they know that it is necessary, would give us a little more time; their orders would be executed quite as quickly as now. If there were a law, then the young ladies might complain to some one if they were overworked, and a Commissioner would come and see about it. Now there is nothing to be done at all.

In the season we have about 25 in the house, and 10 or 12 day-workers; now we have about half the number of each. Respectable girls like to be in the house; all of ours are well connected; the worst of it is that they get no exercise in the week, and not too much air; they are not fond of either; but their health, no doubt, suffers for want of them. The pressure of the season lasts quite late into July, as the ladies want dresses to take into the country with them, and often in a hurry.

One thing I will not do, and that is work on Sunday. In Paris it is common, and so some of the French girls here like to do it; but in England it is a day of rest, and I will have it so.

In some houses all the show-room girls are expected to wear black silk, even those whose salary is only 30*l.* a year. We are content with Alpaca for all but

those who have to wait upon the ladies at their own houses; the salaries of such persons are 80*l.* and 100*l.* a year.

We do not expect to work after half-past 9 at night between this and Christmas, beginning at 9 in the morning, but to-night we shall have to go on till half-past 11, and perhaps to-morrow also we may be later than usual. It is, however, rare to work in the winter season, November and December than in, after 9.30 or 10 p.m.

In the summer season I have myself been for 35 hours without rest, receiving orders and superintending. Of course that was very fatiguing, but there was a great deal of standing and moving about. To sit for that time at sewing would be impossible.

It is very difficult to manage to keep the work-rooms airy and wholesome. I have "chills," and burn gentlemen, but open windows give colds, and let the blacks in upon our work. Some of our bed-rooms are small; we try to keep them clean, and as little crowded as we can, but we are very much pressed for room.

There is a house in Bond Street—they do business of an inferior class to ours—where the habit is to take a young girl, who applies for work, on trial for a week, and at the end of the week they tell her she does not suit, and send her away without paying her any salary at all. One came from them to us, she was fully worth her 1*l.* 6*sd.* a day, a good average day-worker, so that we kept her on for some time. She had, she said, been engaged as a day-worker on trial in this way, and when 10 o'clock on Saturday night came, she looked for her money, and at last asked for it, and was then told that she had only come on trial, and was not good enough for them to keep. We often send bad hands away after a day or two, but we always pay them for their work. The house I refer to is so well known in Paris that the French first hands refuse engagements there.

MADAME STUBER, 9, BRUTON STREET. (October.)

24. *Madame Stuber*.—We have 21 residing in the house all the year round; five or six of them are first hands. Besides them there is a family consisting of a mother and four daughters, to whom we give work to do at their home; and in the season we have about 14 day-workers also; most of these live at Miss Remond's house; they are generally the same for some years; they have 12*l.* and 14*l.* a week. We sometimes take apprentices, but have not more than one or two at a time; they are generally 15 years old when they are first apprenticed. I have an written agreement; they pay 20*l.* premium, 10*l.* at first, and 10*l.* more after six months. Most of those now with me have been apprenticed to me.

After their term, which is generally two years, is up, I pay them 10*l.* a year at first.

Our hours are from 8 a.m. to 6 or 7 p.m. at this time of year. In the season we work generally till 11 p.m., not later. If there is any work that must be done after 11, there are two of the second hands who are under agreement to stay for that purpose; they always have part of the following day for rest when they do so. Sometimes others are also obliged to stay later. I dare say we always work 16 or 17 hours on the day before the drawing-room, and perhaps we may work a little after 11 on some other nights. Whenever we do, we always give them wine or what they like of the kind. We never expect any to work

before 3 on the afternoon of the drawing-room day. My hours must be well known to many out of my home, for I often take ladies' meals to match them for a few months, and you may be sure that they would talk to their mistresses about the hours we worked, if they were unusually long.

I have my meals with them, and try to make them comfortable. They have Sunday to themselves; a dinner is always here for them. They do not often go out for walks in the week. They might go to match and for other purposes, but the young ladies say that is apprentices' work, and if they cannot go out in the evening, they will not go at all. Mine are very good girls, but they want a great deal of looking after; if I have to go out for an afternoon, I find very little work done when I come home.

I don't think late hours are caused by our customers, and the idea of their putting off their orders for fear of having their dresses finished is all rubbish. The ladies always give me time enough; we always have at least two days' notice; and if an order is given too long before the dress is wanted, you may depend upon it that it is put on one side for other things, until it is absolutely necessary to begin it.

All ours have a fortnight or three weeks holiday after the season. I do not think they have much to complain of. There will be in all businesses be those who are unfitted by constitution for the work they undertake, or who always can find something to complain about. I am quite sure that you will find neither ill health nor discontent among those who have been for some years constantly employed in one good house. Those who make all the noise are girls who go about from one house to another, changing from season to season, never healthy and never satisfied. We do not like such, and would rather not have anything to say to them. When we have a girl with us, who we see cannot stand the season work, we advise her to leave us and go to some other occupation, that is why those we have are healthy and strong; plenty of work ours come, but they are of no good to us, so we do not keep them.

There would be much less of these complaints

MADAME LE JEUNE, BOND STREET. (November.)

25. *Miss Ellen*.—I was apprenticed to Madame, and have been here seven years. We have 11 in the house in the season, and about 10 out-workers who come for the day. Our hours now are from 8 A.M. to 9 P.M. In the season we get up at 7 or half-past, and work from about 8 A.M. till 10 and 11 P.M. We are sometimes later, but in the last season we were very early; we really never worked after 12½, and as late as that only for a few nights. On the night of the May drawing-room we had everything finished by 10½ P.M. I think that there has been more time given, generally speaking, since that affair at Madame Elise's last year. We are fortunate in this respect, that Madame does so much herself; she works harder than any of us; every dress is cut out by herself, and most are tried on by her too, so that her first hand has more time for her own work, and ours is always ready for us; we are never kept waiting. The French girls often will go on working later than we English ones like; they enjoy it; nothing seems to fret or tire them. We often leave them at work, and go off to bed; they go on till daylight sometimes. They will work all Sunday at their own clothes often. We once had to work on Sunday. When day-workers stay later or come earlier than usual, they are paid 3d. an hour if they are dress-makers, and 4d. if machinists; so they might have 5s. extra in the week, when we are pressed.

Working late on court dresses is not nearly so tiring as ordinary work, for it is a change, and everything is so pretty; it is such a pleasure to put one beautiful thing on after another till the dress gets complete, that you forget to be tired. I should be quite done up in half the time, if I were working on crapes.

heard, and less of improper conduct in other ways, if employers would take an one without a reference; we never do, but many take them on as they want them without any character, and discharge them at the end of the season, and never see them again.

26. *Miss Shaddy*.—I have been with Madame Sinder for five years. I keep the books, and am in the show-room now, but I have been in the work-room. Before I came here, I worked for four years at a house in Conduit street. I have not ever had a day's illness, though perhaps I do not look strong. I should not know where to go to for a doctor, if I wanted one. We worked about the same hours in Conduit street as we do here, from 8 A.M. to 11 P.M. in the season, not later. Madame Sinder gives her out-workers their dinner as well as their tea, and about 12s. a week. Those who live at Miss Branswell's home are the better class of them. They ought to be in there by 10 P.M., but are not always able to be there quite so soon. The girls do not stand altogether, when they make the court trains, they often sit. They stand to put on most of the ruche trimmings for light ball dresses. We may keep on a little after 11 P.M. sometimes before a drawing-room, but the apprentices and younger ones would not sit up so late as the others. I did not expect to be asked all about this, some one from the work-room will be better able to tell you than I. After any work in the show-room or at the books is over, I often work with my needle to help the rest; it never tires me, nothing of the kind does me any harm.

27. *Miss Gilbert*.—I am an apprentice, and have been here 13 months; 20l. was to be paid as my premium, but after the first six months the second 10l. was returned me by Madame, or rather was not taken, because I got on so well, so to be senior of me to her than most are.

I worked once last season all night the night before a drawing-room. I have worked several times after 12 in the season, not very often; I can't say how often. I have stood for several weeks all day long at ruche trimming, but never suffered from it; my feet never swelled. I prefer standing to sitting.

Madame does not take more than one apprentice at a time; the premium is 30l., and the term two years. After that time is up, she pays generally 12l. for the first year, and so on. Madame generally brings us on, after the apprenticeship is over, and while it lasts too.

The French girls come sometimes for 12 months, sometimes only for three, but add on for more than a year.* They are very strong, and look so. We have not had any illness, but certainly the English girls cannot stand the work as the French do. We have very nice food; always soup as well as meat for dinner. Dress-makers are not great eaters, I think, and they certainly, many of them, prefer bread and butter and such things to solid meat. It may be for want of exercise; but it is very difficult to let them go out late in the evening; there are so many ways of going wrong. Madame did allow it for a short time, but it became absolutely necessary to put a stop to it. We could, perhaps, go out before breakfast, but I can assure you I would rather have half an hour more bed than half an hour's walk any day. We have a fortnight or three weeks holiday in the year.

I should think it quite possible that girls have worked, as you have heard, from 8 A.M. till 3 and 4 the next morning every night in a week; but I can't think they could work 22 and 23 hours a day for a week, as is said in that pamphlet.

28. *Miss Gw*.—I am the machinist here. My hours in the season are from 9 to 5. I go on to 10 perhaps three or four times. I don't live here. I am 19, and began machine work at 15. It doesn't make me particularly ill. It hurts my chest; that I suppose is the stooping. The worst is with my eyes. I find I

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* Madame Le Jeune informed me that she had had one for three, and one for two years consecutively in her employ.

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can never read at all at night; my book seems to swim about. It is the flash of the needle working up and down that causes that. I have to look very intently

in time just when the needle comes. It is worse by daylight. Neither of my parents have bad eyes. One of my sisters has weak eyes; she has never worked.

MESDAMES GRAHAM AND BEARD, HOLLES STREET. (October.)

30. *Mrs. Beard.*—Our hours are from 8 A.M. to 10 P.M. in the season. On Saturday we clear up 8 P.M. We don't work after 10 P.M. twice in the season, and never have. Nobody need; it is purely a matter of management; the fault is with the first hands, if late hours are kept. There is not one in 40 who is really a good first hand,—who knows, that is to say, how to keep the girls systematically supplied with proper work, so as to make the most of her time and talent.

We make court dresses, and ball dresses, and are just as liable as anybody else, to the pressure of the season. You may ask any or all of our girls what questions you please about the hours here, and they will all say the same thing. We have ourselves had first hands before now, who would not give out till 6 P.M. work, which was wanted the same night, and which, if they had chosen to get forward with their own part of it, might have been in hand before mid-day. If principals looked more after their own business, and girls were not suffered to idle away their time, there would be no need for your inquiry. The ladies' sudden orders have not a bit to do with it; there is nothing to complain of in them. What of system, that is the secret of the whole thing. I am

always out out for myself, and am not wholly dependent on my first hands.

We rarely take apprentices, and had rather be without them altogether. We have 16 residents in the house, and all but three are on salary.

Their health is very good. I never found my eyes suffer from needlework, nor heard any complaints of others. I never will believe that any girl ever did of long work. Want of exercise, and unhealthy room, and bad food are more likely to be the real causes. I have been in business for more than 25 years. I was not well treated as an apprentice; we had bad food and little of it; long hours and uncomfortable rooms. I don't think things are nearly so bad anywhere now. Apprentices are generally put to skirt-making; we put all ours out. You will find skirts made at home, wherever they have a large number of apprentices; but very few in London take many apprentices. I think it more convenient to have them made off the premises; among other reasons, because they take up so much room here, which we want for other things.

I like those who live here to go for a walk now and then. I think several of them manage to get a walk before breakfast at least twice a week, but others are too fond of bed.

31. MADAME S. BAILY, EDWARD STREET, PORTMAN SQUARE. (October.)

We have five now in the house; two apprentices, and one improver. In the season we should have 10 residents and eight or nine day-workers. Our ordinary hours in the season are from 8 A.M. to 11 P.M. Sometimes we are obliged to work later than that, till 2 or 3 in the morning occasionally. In such a case they are always allowed to sleep till 10 or 11 the next day. Sometimes the first hands who have to finish will get up at 6 A.M. and work for an hour and a half before breakfast. Even on Saturday we often have to work much after 9, instead of closing, as I wish, at that hour.

The late work is often caused by the French girls in houses like ours, where both French and English are employed. The French girls like to work late, and will not be got to begin early in the morning. They detain the rest, because there are perhaps five or six girls working on one dress, and though any one may have finished the particular part, on which she was busy, she will then have to help the others, until the whole is done.

We find a great difficulty in getting enough good

workers in the season. The French girls are always changing; that is a great disadvantage, for they generally prepare the dress for the others to make up; but as a consequence, the others, after getting into the ways of one for a season, have to learn the ways of another in the next. All that causes loss of time. If we could keep French girls constant, there would be less loss of work.

The girls are not unhealthy, but still they want looking after, and we have to give them medicine for indigestion and pains in the chest; their appetite falls now and then; that may be for want of exercise, they only walk on Sunday. Their stays are often too tight, and too long-waisted for persons who have to sit and stoop.

They have a good dinner on Sunday if they like. We always give good food and plenty of it; joints three or four times a week at dinner, and stews or made dishes for a change. We generally give potatoes at that meal, but have haricots and other vegetables stewed or dressed in other ways for supper. Their supper generally is bread and cheese and beer.

32. *An employer.*—There is one point to which I draw your attention has not been drawn, and indeed I don't know how you are to find it out, for no one will admit it to you; still it certainly is the fact, that in some houses the work-rooms are used as sleeping-rooms, when the work of the day is over. No sooner have the young ladies closed up, than the servants come in and place the beds for some of them among all the dust and heat of crowded work-rooms lit by gas. If you do nothing else than this, you should at least most strictly forbid by Act of Parliament any work-rooms being used to sleep in. I cannot tell you the names; they have passed out of my mind; when I have been told, I have said, "It is shameful;" but I could do nothing, and so I have not remembered anything more than the fact.

[33. The following statement was made to me by the principal of a house of business in Conduit Street. She requested afterwards that her name might not appear.]

"I have seven residents and eight day-workers. We breakfast at 7 A.M. and ought to be at work by half-past, but there is not much more than five minutes' work done by 8 o'clock. I think 9 at night is quite late enough for them to work, and 10 or

11 P.M. is all late hours. The utmost they need work if they really do work is from 7 A.M. to 8 P.M.; longer hours than that are, if habitual, the result of want of system. Sometimes an accident may happen to the best regulated house, by which late hours for one night may be unavoidable, but such cases are extremely rare. For example, we were up here all night before the last drawing-room; I was taken ill in the evening, and my first hand did the work all wrong, so that it had to be done over again. Mine are very good nice girls, but they all wear a great deal of looking after, and even with all that they waste a great deal of time. I speak with nearly 30 years' experience of the matter, and am convinced that in good management is the whole secret of reasonable hours. I find continually that girls, who come to me from other houses, have no notion of the value of time; I ask them how long they will take, say, to make a body of a given kind, and they cannot tell me at all."

34. *Mrs. M.*—I have been three years with Miss—(No. 38). In that time I have worked only once all night; that was the night before the last drawing-room. I don't quite remember, when I left off working, but I wasn't tired, for I went soon afterwards to dress a lady for the drawing-room. I did not go to bed directly after that; I might have, if I had liked,

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her I went with some of the others to see the ladies go to the drawing-room. It was on Saturday, I went to bed at about 10 that night, not before.

We do not work as late as 12 or 1 A.M. oftener than once, or at most twice, in the whole season. When we do so, we never begin till 9 the next morning, and we leave off at 7 in the evening.

53. *Miss B.*—I am a machinist, and live out of the house; my hours are from 9 A.M. to 7 P.M. I say to 8 P.M. sometimes. I used to work in the City; the hours there were from 9 A.M. to 8 P.M. I use Thomas's machine; it is worked with both feet alternately. I often have pains under my shoulder-blades and in my side; I feel it so much, when I lie down. I did not begin to work a machine till I was 19, and have been four years at it; many begin younger, at 14 or 15; it is considered very bad for them. I suffer very much from my hand; I never used to before working these machines. I often feel a shooting all over my limbs, when I get home at night. I live at Finsbury, and I thought it was the long walk that caused this.

At one place where I worked in the City we had 12 machines in one small room. I was there for two years and a half. It was very close and hot, much worse than anything here. Our hours there were from 8.30 A.M. to 8 P.M., but from August to November we often went on till 9 and 9½ P.M., but never after 10 P.M. That was the season for export orders.

We all dined at one time, and had half an hour. We brought our dinner with us; it was always cold. We were paid 16s. a week, and tea was found us. Here I have my dinner found as well as tea, and 15s. a week. We do not have more than 20 minutes for dinner.

[The three following witnesses have recently commenced business for themselves. I was referred to the first in order by Miss Newton (No. 87). Of the second I had no previous knowledge of any kind. The name of the third was given me by some ladies who have taken a great interest in this inquiry. The evidence of the three should be read together. I believe each to be equally desirous of speaking the truth; but there seemed an unconscious tendency to exaggerate in the case of the third as compared with the other two. She, apparently, felt herself put forward, as it were, to make out a case which should justify her patrons in mentioning her to me.—H. W. L.]

56. *Miss R.*—I have lately started in business for myself. I had before been first hand in three dress-making establishments in the west end of London. They were all quiet businesses. I was very comfortable at all of them. One I left because of my mother's death, and another I gave up to go and help a friend, who had commenced for herself. I was at the third until I began here. I have also been in another house of a similar kind, but I only stayed there a month, for I did not like the house; they were always from 8 to 12 in the season, and later sometimes, I was told. I was only there in April, which is quite the beginning of the season. We never worked after 12 while I was there, but I did not like working every night till 12 so early in the season, for I did not know what we might have to do in May and June, if we began so. At the other houses the usual season hours were from 8 A.M. to 11 P.M. We frequently worked till 12, but not generally. We did not work till 1 A.M. more than half a dozen times each season. The hours out of the season were 8 A.M. to 9 P.M.

No doubt it is often the fault of the first hand, if the hours are very long, but looking at it from my point of view, as a first hand, much of the loss of time is owing to the carelessness, the backwardness, and the want of thought of the second hands and improvers. They dandle away their time in the morning, and are

continually making mistakes, unless your eye is always on them. When the principal is first hand as well, they will often be late, because she has to take orders, and sometimes to keep her books, and therefore cannot prepare the work till late. In large houses, generally speaking, the principal does nothing but take orders, having a book-keeper, and also one or more first hands to cut out, and superintend the work-room, and wait upon the ladies. That last is the chief good of being a first hand, for you get air and exercise in going to the ladies' houses; no doubt that kept me well; if I had had to sit all day in the work-room, I dare say I should not have stood it. Some girls used to suffer very much from headaches and fainting. I think though that they were naturally feeble. It is not the time so much as the sleeping places and work-rooms that do harm; and the season makes them worse than they would be, by overcrowding them. Every one is obliged to take more hands in the season, several more in the work-room, and a few more in the house. The additional number then in the work-room is what pollutes the air.

I have no doubt that there is a great deal of exaggeration in most of the stories that are made public. I have known several girls speak very well of Madame Blisse's house. I dare say the bed-rooms and work-rooms there were overcrowded in the season, but you may be sure the most has been made of it. I should myself look with some doubt upon the statements of any girl whom I found to be in the habit of frequently changing her employers. They are generally hired for a year, and should stay at least as long as that.

I cannot say that I think extravagantly long hours are general. No doubt they are too long, but a statement like that (at p. 19 of "Dress and its Cost") seems to me highly improbable, so far as my experience goes, at all events in houses of anything like a first-rate business. Complaints of food I should always distrust; the food is plain but good, I believe. It is the want of appetite that is the thing. The girls stay in from Sunday to Sunday without any exercise in the open air for weeks together. That is very often their own fault. I am quite sure that if any girl had asked now and then at any of the houses, where I was, for leave to take half an hour's walk in the day, she might have had it, not every day perhaps, but twice a week besides Sundays. Probably they would have had to make it up afterwards, but that would not have mattered so much. Some of them won't go out even on Sunday, when it is at all dull weather.

It is becoming less and less the habit in London to take apprentices, and the premiums paid are smaller. I do not think it would answer any one's purpose to have a number of apprentices, and try and get the work out of them; it could answer only in very second-rate places. Most of the girls have been apprenticed in the country, or at a small place in London where there are three or four work, and come as improvers or assistants to the larger and better class houses.

Millinery is always out of hand more quickly than dresses, and there is not such a push at any time for bonnets or caps. At some places they are engaged on the express terms that they shall assist the dress-makers, when their own work is over. They can trim low bodies, and make sachets, &c. quite as well as dress-makers. That arrangement is better for both. The dress-makers don't work so long as they would, and there is no ill-feeling, and jealousy about one class having less to do than the other.

Of this there is no doubt, that more work might be done in shorter hours than are now generally observed, if the hands were all properly looked after. As a rule, work could be given out the first thing in the morning to the first hand sufficient to last the others the whole day, so that, when they had finished that, they might be allowed to do as they pleased. They would get through quite as much for their employers,

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and have some time for themselves. Some would go on working perhaps at their own work. They are not so fond of going to bed. Lights, seen in windows by ladies returning from balls, are very bad guides to what is being done by them. I have often known young ladies sit up reading, or talking, or over their own work for hours after bedtime: I have done it myself.

37. Mrs. B.—I am now in business as a dress-maker on my own account. Four or five years ago I was second hand in a first-class French house in Bond Street. We used to begin at 8 A.M. in the season and work till 10, 11, or 12 P.M., but mostly between 10 and 11, and scarcely ever after 12, and then only for a morning order or something similarly pressing. We had very many court trains to make for the drawing-rooms, but still we did not usually work much after 11 on the drawing-room nights. I am sure it cannot be necessary to work very late, if the girls are looked after, and have their work ready for them early in the day.

From what I know then of other houses, I can quite believe that work goes on from 8 A.M. to 3 and 4 the next morning for several nights in several weeks successively during the season. It is not always the fault altogether of the employers. Often, without any expression of a wish by them, one or two of the hands, in order to curry favour, and get a reputation as hard workers, will offer to sit up late and work beyond the usual hours, and then the rest cannot refuse or be backward. We would never have that sort of thing go on, but if any one of that kind comes in among us, we made her leave before very long.

38. Mrs. B.—I have been a little more than a year in business for myself as a dress-maker. Until the last few years I had been constantly working in fashionable London houses, sometimes living in the house, sometimes as a day-worker. That was before my marriage. I lived in the house for three seasons; after that my father would not allow me to do so, my health suffered so much from the long hours and close confinement. I was then a day-worker and lived with my parents.

We have never begun earlier than 8 A.M. on a Monday in any house where I have lived, but on other mornings we have been at work earlier, sometimes as early as 6. I have occasionally worked from 6 in one morning until 4 the next morning; that was very rare, but from 8 A.M. until 3 the next morning I have worked eight or nine nights together, except on the Saturday, when we left off sometimes as early as 7, and always before 12. I have not only been myself quite laid up at the end of the season, but I have known hundreds to be so.

Two of the houses in which I lived were court dress-makers, and the third was a general dress-maker's, but they all try for court business; there was not much difference between them in respect of hours. The ordinary pressure of the drawing-rooms is certainly greater for the last night before, than the ordinary pressure for weddings, balls, and other orders; but, as a rule, in the season the usual hours of work in any fashionable house are from 10 to 12 every day. It is nothing but a regular drive from the beginning to the end of the season.

I have stayed, even when I was a day-worker, from 6 A.M. till 2 the next morning for two or three nights for several weeks together. My father complained of my being kept so late, but I did not like to give up my situation, for the employment was constant, and the wages good. I have heard the first hands say that they have sat up all night for three nights together. That may have been said just to keep us quiet, when we grumbled, and may not be true. I never sat up all night. When we were late, we never used to rest, not even for five minutes, till all the work was done. We used generally to have coffee twice in the night to keep us awake.

The food was generally good; the bread we day-

workers had for tea used to be very stale at one place. I dare say that is more wholesale, but it is so usually sometimes. The meals were very hurried; even the day-workers were frequently not allowed more than 10 minutes for dinner. Many do not allow them to leave the premises for their dinner, and yet provide no means for cooking, or even warming what they bring. Sometimes we got quite faint with waiting from breakfast at 8½ till 2 P.M. before we dined.

It is not always the fault of the young ladies that windows are not opened, even when they might be without risk of catching colds. Employers do not like draughts or damp air on delicate ball dresses or rich court trains.

Many apprentices are taught nothing, and when they push themselves on, and pick up their business as they can, never are fit for anything. The first hand in a first-class house has far too much to do, to teach apprentices, and all the others have their own work to attend to. They should be able in their two years to learn any kind of work required in dress-making without improvement; but, as it is, even improvers are often not taught cutting, and apprentices rarely get beyond stitching the bodies; they begin on the skirts and go on to sleeves. If they come to a good London house for improvement after a country apprenticeship, they often pay nearly as high a premium as apprentices.

I have a machine, and sometimes work it myself; it used to make me giddy, but I do not find that so now; I never work it for more than two or three hours at a time. Two sisters, young friends of mine, work at machines in a City house,* where there are over 50 persons in a narrow room at the top of the house, with six or seven gas stoves at the end of the room for heating iron, &c. Their hours are only from 8 A.M. to 6 P.M.; but it is usual, they tell me, for three or four to finish every day. I have been in the room myself; the heat is dreadful; the girls are always having colds and coughs. These two were strong healthy girls when they came up from the country; they have now been for a little more than three years at this work, and I see them looking health rapidly; they are not like the same persons. I do not think it is the machine work that injures them; it is the terrible heat. Machineists earn from 12s. to 15s. a week.

Day-workers are frequently, if not generally, discharged without any previous notice. On the Saturday night they are told, that they will not be wanted on the Monday. I have known some to be sent away in the middle of the week, if work became suddenly slack, and paid for two or three days, according to what was owing to them. Overtime is usually paid for at an extra rate. At one house they take of an hour's overtime, when they pay at the end of the week. They say, "You must have lost an hour's talking; it is the rule of the house."

As for the morals of day-workers, when young women who are being paid their 9s. and 10s. a week, come to work dressed better than the forewoman or the principal, every one must know where it comes from. That should not be allowed in any respectable house, but many do not care to notice it, if they are not useful. It is no easy matter in the season to get good hands. I know that I have myself tried several times by putting notices up for extra hands, and have had great difficulty in finding any who would suit me. I pay a day-worker 1s. 8d. a day and give tea.

[The following witness gave her evidence in a most straightforward way without the least apparent attempt to make the most of her experience. Of her character for truthfulness I had ample assurance from her present employer.]

* A wholesale clothier's. The number is omitted.—H. W. L.

39. *Mrs. Green.*—I came up to London six years ago, and went six months as improver to a West End private house. I knew my business well before; indeed, I had been for a few years in business on my own account, but no one is taken from the country into a fashionable private dress-maker's except off improvement for six months; that means, they are boarded and lodged and give their work without salary. Many improvers come up immediately after their apprenticeship in the country is over, girls of 15 or 16.

We had to be in the work-rooms by 7.30 A.M., and never cleared till 11 P.M.; this was not in the very busy season; I was not there in the spring and summer. Those who had been there told me that they often worked till 1 and 2 A.M., the improvers as long as any. Our meals were all a scramble even when I was there; 10 minutes was a good allowance for dinner. There were 16 there, all living in the house; no day-workers were employed, and no work given out; if there had been, we need not have worked so late. It was a good business; we had some court maids,—never more than six or six out drawing-room.

In 1861 I was again at a private dress-maker's in the same neighbourhood; that engagement was for a year, so that I had experience of the season. We were always up by 6 A.M., and never in bed before 12 from April to the end of June; often and often we were later. I was first hand there; the mistress was a milliner, and knew nothing of dress-making. I frequently told her that I must refuse orders, but she would not hear of it, and would come up into the dress show-room to see that I did take them.

The rooms were very bad; I could touch the ceiling of our work-room with my head; 16 or 18 worked there; 10 lived in the house. The bed-rooms were shocking; in the height of the season three slept in a bed; one bed-room was so damp that the water would run down the walls. I had to leave that situation through ill health; the doctor said it would kill me to go on so. Two of my girls then died of consumption. My health never will be what it was; but I am now foreman in a City house, where we think it very late to work till 10 P.M., our usual hours being from 9 A.M. to 7.30 P.M. with an hour and a half for meals; all are day-workers, and are paid by time, and for overtime after 7.30. The day-workers in the West End work from 9 to 6, and have overtime after that. I do not recollect a day-worker at the second private house I was at, ever staying after midnight, but they did stay sometimes as late as that; they never came before 9 A.M.

Ladies are often much to blame; when I was first hand I was several times asked by them, late on Saturday night, to let them have a dress home the very first thing on Monday morning. I have taken orders at tea-time—4 o'clock—for a ball-dress to be sent home that same night, "any time before 12 would do." Of course all the other work we had in hand had to be put aside for the time, but that had to be done afterwards, and we could not put it off to the next day, or we should never have got through. Assume you I would not go back to live in a private house, not if my bread depended on it.

40. *Mrs. A.*, first hand dress-maker.—I have been for a long time in the business, and have worked in several establishments both in London and in the provinces. I have been at Southport, a watering-place near Liverpool. That was rather more than four years ago. I was first hand there. Their season is in the winter. They used to get breakfast before 8 A.M., and frequently went on till 1 and 2 the next morning; they never left off before midnight then. So few hands were kept, only seven or eight, that it was positive slavery. I left in a month. I was never in a miserable place; everything was dirty; the work-room was never cleaned except by the apprentice cleaning up the shreds, &c. The food was very bad, and we never had enough; a portion of meat was cut off and sent on a dish into the room; the

girls were not even allowed a second piece of bread or a second help of potatoes. This house had one of the best businesses there. I have never seen girls so utterly broken down as those; some had not even energy enough left to dress and go out on Sunday.

I was more comfortable at Birmingham than anywhere else; our hours never exceeded 12, and everything was tolerably good. I have been in several first-rate London houses. At one, where I was recently, the rule used to be still very lately to work till 11 P.M. from 9 A.M. all the year round in season and out of season; some four or five of us had sometimes to work till 12 and even 2 or 3 A.M., but not frequently,—three or four times, perhaps, in a season. In the slack season we could often have finished at 8 or even 7, if we had been allowed to. We asked to leave off at 9 then, but the only change was to give us supper at 10 instead of 8, and to send us to bed directly after supper. The gas was turned off from the work-room, and there was no help for it but to light our candles and go to bed. I didn't like that, I thought it unhealthy. Because we did not like it, many of us left or were discharged. We used always to leave off there at 9 on Saturdays, and have one or two gas jets burning for us to do our own work by for an hour or two. The food was always good there. The work-room is also a fine room, but when we had 60 persons, as was the case in the season, the atmosphere became almost suffocating, in spite of the height of the place and the ventilation in the skylights. The tables had sometimes to be so close, that you could not get up from your seat without disturbing those at the table behind you. I was there for two years.

At another London house three or four years ago, the food was bad and insufficient; the younger girls used often to get so hungry, that they would club together and send out for a loaf. The hours there too were from 8.30 A.M. to 11 P.M., even in November when I was there; and the girls said they were often much later in the summer. At many houses they prefer working early in the morning. I know of some where they get up at 4 in the season sometimes, and generally at 6 A.M., and work till 12 at night. Even at this season (Dec.) some houses are working late. An improver, who lives where I live at present, because they have no room for her to sleep, has to be at a Bond Street house to breakfast by 8 A.M., and does not leave till 11 P.M., and you may be sure that those in the house work longer than those who sleep out of the house. I know of one where they have been working this November from 7 A.M. to 11 P.M.

The great cause of these long hours is that no one will refuse an order; they make a promise for any time a lady wishes. I remember a dress ordered at 12, fitted on at 6 P.M., finished the same night, and sent home the first thing next day. The lady who ordered it said, "I suppose you work till 11, and begin at 6 in the morning." She did not care how long we worked. We were very much hurt at the way in which it was said. On the other hand, we are often told that an order must be completed by a certain time, and yet it remains for days afterwards in the house.

I do not think the girls ever object to the work; the grievance is that there is no time for air and relaxation. They are continually sitting; their appetites fall with long sitting in close rooms; they can't bear to have the ventilators open, much less the windows; they take cold directly. Coughs and fevers are very general, and headaches too; they often faint at their work; it is so usual that no particular notice is taken; one of the other girls helps them out to their bed-rooms and gets a glass of water, and then they come back to their work again. My health has been injured by my work; I have just had to give up an engagement as cutter-out of cloaks, &c., for I found that it was too fatiguing; my health is too weak for it.

The bed-rooms are often very uncomfortable. Even in good houses bed-rooms have not been white-

Dress-makers.
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Dress-makers.
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London.
Mr H.W. Lord.
c.

worked for four or five years. I have known 14 sleep in one bed-room, which certainly was not more than just large enough for 12.

I am quite sure that the girls would do their work better, if they had to work only 12 hours, than they do, as it is, in 14 or more, and do quite as much of it. The girls are all ready enough for an Act of Parliament, if they dared say so; they do say so among themselves, but they won't to you. All that the employers would want, is a few more hands in the season; that might be only day-workers. I do not fear that the result of an Act would be that employers would have no residents, but only day-workers. They would not get the class of girls, that suits them, to come as day-workers; as it is, the day-workers cannot be depended on for coming regularly; they often stay away, and cause great inconvenience by doing so. The best day-workers earn 12s. a week, some inferior ones as little as 8s., and their tea; assistants, who live in the house, have from 16s. to 20s., and second hands, from 20s. to 25s. a year with board and lodging, so that they receive in value nearly twice as much as the day-workers, but it cannot be for the mere opportunity of working three longer hours that their salaries are higher; it is because they are more valuable as workpeople.

With regard to their morals, in any respectable house it is seen, from out, if any of the girls bears a light character, and she is speedily dismissed. Those who live in the house are frequently the daughters of professional men. The day-workers may, as a rule, belong to a rather lower social class, but I have very seldom come into contact with any, who were objectionable on any moral ground.

There is no scarcity of employment for good first hands or for clever workwomen; but one half who begin to learn dress-making never get beyond a certain point, and do not succeed; of these there are always plenty to be had.

So far as my experience goes, apprentices work as late as the rest, but I believe there are houses where that is not the case. In one establishment, where I was five winters ago, two of the girls had to sleep in the work-room; I never met with another case of that; I think that very bad. We were then working from 7 A.M. to 11 P.M., and they said that they worked frequently much later in the summer. I left that in a month; but so many of the girls have no home to go to, that they will endure anything rather than leave and trust to the uncertainty of finding employment again.

41. Miss G.—I had to leave the house I was in because of my health. The doctor in London advised me to go, and when I got to the country where I live they at first gave me hope of my life. I was regularly poisoned by the work-room. I had abscesses. It was a small room downstairs, where we worked by gaslight. I was there for three years. My health had not been bad before. I was 24 years old. Many others were ill; they used to faint and bleed at the nose. The room was quite unventilated, and the steam used to roll down the walls like water.

The food was good; we had joints for dinner, no vegetables but potatoes; but our appetite was often so bad that we could eat nothing, however good it was. I often could not manage to eat anything for breakfast, but went on a cup of tea till dinner-time.

The milliners did not work for more than two or three nights a month after 11 P.M., unless it was to help the dress-makers. We generally have to stand to the trains, and also to put the ruffling on the skirts, but it can be put on the bodies, while you sit. Some don't find standing at all more tiring than sitting. I prefer to sit. It is commonly said that machinists can't go on for more than four years; I don't know if it is so; they always work shorter hours.

We had to be very quick over our meals; the housekeeper used to carve; I have been often going away from the top of the table as those at the bottom were being served; there would be about 30 at the

table. She only carved, some one else helped her to carve.

We never worked less on Sunday. I believe one or two once worked till 2 or 3 on Sunday morning. Everything was very slow there on Sunday. We had a good dinner if we liked to stay there, and were not grudging it.

42. Mrs. G. N.—I have always been a day-worker, and have worked for several houses. I cannot for short of 20 now, and can't work as I used to do. Still I go at 4 A.M. sometimes, and sometimes I stay till 12. The regular hours for day-workers are 9 to 5; all over that are paid for extra. I have worked for one house year after year for many years without being a week off work. Our dinner hour is a great comfort to us; we get out and have some air and stretch ourselves, and go back to work again, able to do twice as much as we were, before going out. Those who live indoors miss that; they work longer too; not but what some of the youngest day-workers suffer very much at the end of the season, what with the long hours and the bad work-rooms. The room as we work in, is a big room, but it gets over filled in the season; there is a large window, but only at one end of the room, so that those at the other end are stifled, if it is not open, and those close to it are chilled if it is. I caught cold in my arm the other day sitting by it, and thought I was going to lose the use of it.

The work there is frequently from 6 and 7 A.M. to 11 and 12 P.M.; those in the house don't begin before half-past 7 or 8, but they work later. Sometimes a day-worker will stop and sleep there. One week last season was a very bad one; they had a large wedding order, and a great number of trains; the last train wasn't sent out till 11 on the morning of the dressing-room day. I knew that the girls in the house worked till 4 A.M. for three nights, and till 3 A.M. for one night, in that week. We used to be there at 6 or 7 A.M., and I know how late they worked, from asking them every morning. I had no particular reason for asking; just for the sake of saying something. I would say, as they came in, "Well, girls, how long were you at it last night?" The principal was always up to meet us. She used sometimes to go to bed at 11, and come into the work-room and say, "Now, girls, you must be quick, and be in bed before 12 to-night." But the forewoman knew better; she knew it couldn't be done. I do assure you it was quite sad to look at their pale faces, and see them walk quite crippled with swollen feet by standing so long at the trains; four or five were French, they stood it better. The servants were far healthier than the young ladies in that house. The milliners did not work after 12; they would often come down and talk or sing to make the time pass more pleasantly, though they did not work; they were mostly French; they don't seem to care how late they sit up. Sometimes those in the house worked on Sundays. I know that, because I have left at 12 on Saturday night, and have come at 6 on Monday morning, while they have been in bed, and have seen the difference in the work; it was not often that I did so. I know I wouldn't put any girls of mine to dress-making, if I thought they could care their living at anything else.

43. Miss F. N.—I am now working at Mrs. M.—'; she takes out mantle and skirts from several large houses in Regent Street. Until lately I worked at Madame —'s.

[The same as the last witness, whose account of the hours she confirmed.]

I was a day-worker there as I am now, but I can't tell you what a change it is; it is almost like changing into paradise. I work from 8 A.M. to 5 P.M., and on Saturdays leave at 4 P.M., and have 12s. a week. I only wish she had work enough for me all the year round. There are about 20 workers generally, but it depends on the time of year. At Madame's I have

myself worked from halfpast 6 in the morning till midnight on Saturdays, as well as other nights. There has been work there from 7 A.M. to 4 and 5 the next morning, and perhaps some, who preferred lying in bed, or at all events doing no work on Sunday, have got up as early as 5 on Monday morning. There was one very heavy week last season, but they never worked from 5 one morning till 4 the next morning, and then again from 7 that morning till 3 the next afternoon, and so on for every day in that week, or in any other. I recollect that on the Friday night of that week they all went to bed at 1 A.M., and began work at 7.30 the next morning. They were too tired on the Friday to go on, as they had been doing for the other days of the week, that is to say, working from 8 every morning till 4 or 3 the next morning.

I'm sure I don't know why other people can't work the hours we do at Mrs. M.'s; we never got through more at Madam's, though we were about it nearly half as long again; but the thing is, here we work hard, while we are at work.

The work-room at Madam's is large, but the heat in the summer from the hot lenses, which have to be kept over gas-fires, is very oppressive. As for standing, some there have stood day after day for weeks at trimming the lenses or ball dresses till they got very ill; their legs swelled and their feet blistered. I have myself stood for three whole days. I was not so bad as they were, but my feet were badly blistered and my legs swollen too. The needles are not used, when they have them, for they would have to move them so continually, that it is better to stand.

44. Miss ———.—I was for eight months through the season at Miss G.'s, before I came here. She had a very good business in Berkeley Street. There were 30 young ladies; all but a few lived in the house. We usually left off at 9 P.M. and never worked after 10 P.M. or before 9 A.M. We have had as many as seven or eight court trains at one time there.

45. B. D., dress-maker.—I have worked at two other houses besides this; they were not too heavy, not what I call late; we never worked after 12 or 1 at night in the season, from about 8 A.M. generally speaking; that is no later than we work here. I worked here 18 months ago from 7½ A.M. to 4 the next morning on the drawing-room night; we had worked every night that week till 12 and 1 from halfpast 7 in the morning. I don't recollect on what day the drawing-room was; it may have been Saturday; I know it was towards the end of the week. If it wasn't, then we worked several nights in the week before till that time. I was very tired at the time, but it did me no harm. I am very well now, and always have been.

46. Miss H.—I have known Madam B.'s for five years; I was a day-worker there. There were only 3 day-workers. We were very comfortable, except

that the tea which she gave us was very bad; but those who lived in the house were not comfortable at all. There were 12 of them; two were apprentices, the youngest about 14; I don't think any was over 23. The day-workers' proper hours were from 9 to 9; I never stopped after 10½ P.M., but the other two would stay for two hours more, three or four times in the season. We used to have supper there; that is to say, a piece of dry bread and some sour beer. We were paid for our extra work, but only at the same rate per hour as for the day; that was 12s. a week. The in-door hands used to be at work in the season at 8 A.M. and go on till 12 at night, Saturdays and all, for three or four weeks together, besides working much later, all night sometimes, for the night before the drawing-room. They used to complain very much of the food; and so far as I saw of tea and supper, I should think they were right. The bread was always terribly stale, and the butter, of course it was salt, and there was not much of it, but it really was not fit to be spread. I believe the dinner was better; they had hot joints three times a week, fish on Friday, and a snake-up on the other two days; no vegetables but potatoes. They used to say that they were always helped very soundly, and that if they ever ventured to ask for more, some ill-natured remarks were made. Half an hour was considered to be the time allowed, but it was often much less.

47. Miss J.—I was improver from September to June in a house notorious* for the long hours of work. I lived there; there were 50 then. During that time we usually worked until 12 at night; in the season we worked after 12 every night almost for about two hours; then we used to begin at 6.40 A.M., before breakfast, and have breakfast at 8. Some worked on Sunday sometimes. We used to have supper at 9 P.M. bread and cheese and beer, no butter. We never had anything to eat after 9, when we worked till 2 in the morning. I never had any appetite for breakfast there, whether I had been working before or not. The work-room was very close; the girls fainted very often; they used to go and get some water, and work on again. I had to leave through illness. The chief cause of it, my doctor said, was want of exercise; we were never allowed to go out. I and another one went out for a walk before breakfast to try to get an appetite, but Madam saw us coming in, and was very cross; she said that if we went, all would want to, and that the servant would have such trouble in opening the door for us.

The bed-rooms were very close and wretched. There was a sachmist there who was taken ill and died in a few days after she had been removed; she had been working from 8 A.M. to 12 P.M. at her machine for some time before. We all thought it was that that killed her; her brain was affected.

[In Miss Brunswell's pamphlet† this case is referred to, and a special reason assigned for the death of the poor girl.—H.W.L.]

GENERAL DRESS-MAKERS.

48. Miss GRIFFITHS, NEW BURLINGTON STREET.

We never work for more than 12 hours in the day; even in the season from 9 A.M. to 9 P.M. in, with very rare exceptions, our longest time. I never employ day-workers. They would make me feel anxious, because I could not look after them properly. I have 12 resident in the house all the year round. In the season I put work out, for I have not space enough to take more to live with me in comfort, so the skirts and cloaks are given out. Mine is a general dress-making business. I take apprentices; the premium is 50L for 3 years. The great difficulty is to manage

a walk for them. They are often provokingly fidgety about their food.

I am sure that very long hours are not needed. Very little more real work will be done in 18 hours, than could be done in 12, if the time were properly used. My customers generally give me a week's notice, and if I cannot do what they require, I refuse the order. I have several times persuaded some of my customers to give an order, which I could not execute, to a former apprentice of my own, who was starting in business; I have supplied the pattern,

Dress-makers.
London.
Mr. H. W. Lock
a.

General
Dress-makers.

* Excesses confirmed emphatically by Miss Norton (No. 57).

† "Have Faith in God," p. 4.

General
Dress-makers
London.
Mr H.W. Lord.

and the making has been given to them. It would be a great relief in times of great pressure, if more would adopt such a plan. I do not think I ever lost a customer by doing so, and it was a good introduction for beginners.

Many no doubt are too fond of dress, and overdress themselves. Can it be wondered at, that young girls, who are constantly handling rich and beautiful things, should be dissatisfied with the homely dress that suits their means? It is only natural.

The girls themselves are somewhat to blame for submitting to these very long hours. I often have told first hands, whom I know, that they ought to refuse to work so late. They, at all events, are in a position to be independent. If a good and clever workwoman wants a situation, there are always a dozen houses ready to take her.

Much of the late hours in private houses has grown by degrees, out of the reluctance to refuse some influential customer. A lady, of high rank and social influence, orders in the morning a dress for dinner on the same day, or in the afternoon a ball dress for the evening. The order is taken and executed. Such ladies never realise that the performance of that promise must involve the postponing of some other work then in hand, until a later time. Then other ladies say, when they are told that their orders cannot be

executed, "Why, you made that dress for the Duchess,"—or the Countess,—on such short notice, will you not do so for me?" So that order too is taken, and so it goes on.

With regard to the cost of dress, I recollect a machinist, who had worked for me for some time, told me, as she told me, to better herself, she had an offer to serve in a shop with a salary of £1 a year more than I gave her, and a silk dress every year besides. In a year's time she came back to me, saying that she found the expenses of dress and washing necessary for a shop or show-room more than counterbalanced her extra allowance.

One of those who take my skirts out to make employs two or three quite little girls, of 11 and 12 years old, to do them. She teaches them very carefully, and they do the work well. For the children it is a most excellent thing; their parents are generally very poor; and they would otherwise be nursing or playing in the streets. The district visitors very frequently send one to her. She never employs them very long, and sometimes reads to, or teaches them other things at their work. She pays them less, as I doubt, than older ones would have, but more than they could otherwise earn, and takes some trouble with them, which is more rare.

49. *Miss E.* (an employer).—We have no court trains, but the ordinary dinner and ball dresses. Twelve young ladies live in our house all the year round; one or two are apprentices. Our hours in the season are from 6.30 A.M. to 9 P.M.; we sometimes begin an hour earlier, but very rarely. We must do it to get on at all, for the season is the only time for our profits. We are at great expenses. In salaries, rent, board, and insurance we pay 1,000*l.* a year. Our customers are often very long about paying their bills; but we have to pay interest on the cost of the materials we buy for them, if we do not pay in three months; the usual course with a city dealer is 2*½* discount, if paid in a month; then credit for two months, or very often a bill; after that interest at 5 per cent. The West End houses give longer credit, but charge a higher price to us.

Ladies could easily manage to give us longer notice than they do; much time might be saved if they would order a dress or two early in the season, before they absolutely want to wear it. They all know what they will need at the least, and the patterns are always ready for a month or six weeks before the dresses are to be worn; for instance, a lady could always be sure of seeing by the end of March or beginning of April all the patterns, which would be used for dinner and evening dress in May.

Some of the employers who agreed together some time ago not to work after 11 P.M., have evaded the agreement in a very shabby way. Keeping to the letter of their arrangement, they made the young ladies get up at 3 and 4 A.M., if they wanted extra work. One highly "respectable" house did so. Such a proceeding did more than anything else to put an end to that movement.

We let our young ladies leave off early, whenever we can; in fact, when the work that must be done is finished; so that at this time they sometimes can get out by 7 or 8 in the evening, and of course we begin much later in the morning. Even in the season now and then we manage to send them off to get a little air. We never go on after supper. The girls are all of them willing enough to work, when they see the necessity for it, but many feel it a great grievance—and I think so too—as to be obliged to sit up in the work-room till a fixed hour, because it is the "rule of the house," often making or mending the linen of the house, or with a piece of work just put into their hands, to keep them from sitting idly with their hands in their laps doing nothing.

50. *Miss Gill* (Bond Street) informed me that the hours observed in her establishment during the season were from 8 A.M. to 9 P.M., and that they did

not work more than half a dozen times as late as 10 P.M. At other times of the year they frequently left off at 5 or 6 P.M. Her's was a general millinery and dress-making business; court dresses being made by her, but not in great numbers. On a wedding or mourning order she might have, once or twice a year, to work after 10. She had 12 or 14 persons in her employ during the season, all being residents. She preferred giving her work out to having day-workers in her work-room, as she did not like the risk of having unpleasant associates for those who were under her own roof.

51. *Miss B.* I was an out-door apprentice in the country, and am now established for myself in London. We find it a very difficult thing indeed to get good hands. I and my sister have often had to sit up late after our work-people have gone, literally to unskip their work and do it over again. There is such a demand for really good hands that they are sure of constant employment in the season.

No doubt dress-makers suffer terribly in health; but it is not all the fault of long hours or bad work-rooms and bed-rooms. The fact is, that delicate girls are apprenticed to it under the notion that it is light, easy, and agreeable work, and therefore fitter for them than any other. But no idea could be more mistaken. That was the cause of my being apprenticed to the business, and now I know that almost anything would have been better for my health. You might almost say with truth that the majority of dress-makers are pre-disposed to bad health before they begin to learn.

I am afraid that the ladies are not blameless with regard to the long hours. No doubt there are many who do, and many who are ready to give long notices, but I myself know of others who will never give their orders, until the last moment for fear that other ladies should have dresses like them. This is especially the case with the court dresses. There is no concealment about it, they say so to us themselves.

52. *Miss R.*—Had resided and worked for several seasons at two general dress-making houses where the work in the season was begun at 7.30 A.M., and they did not ever begin to clear up till 11 P.M. This lasted for six weeks or two months. She was very rarely kept later than 11 at work. Her health, she said, had not suffered in any respect. The food was good and the work-rooms and sleeping apartments, in her opinion, unobjectionable.

53. *C. B.*—I worked for three years at a general dress-maker's near Baker Street. There were six or

seven of us living in the house there. They were very kind; the food and everything was nice enough, but I had to give up through ill health, and my younger sister, who was there, died of consumption. I am 21 now. I was never very strong, though I dare say I look in good health now. After I had been there for a few months my finger became bad, not with using the needle but breaking out in boils. I do not think there was anything wrong about the sleeping place or the work-room; the room we worked in to have 15 or 16 in it during the season; it was about the size of this (15 ft. sq. by 10 ft.). Four slept in a bed-room nearly as big.

Our usual hours of work there were from 7 A.M. to 8 P.M., but as a rule we worked later than that in the season, but never after midnight; we often worked until 11 at night. We were never any later

next morning, when we worked till 11 or 12 the night before.

We had half an hour for each meal. At dinner we always had meat and potatoes, no other vegetable ever. We never had meat at any other time, whether we were working late or not. The supper was bread and cheese. We had prayers at 10, and went to work again afterwards if it was necessary.

50*l.* was the premium paid for me for two years apprenticeship. After that I was no improver, living in the house and giving my work without payment. Those who stayed longer would be assistants, and be paid about 7*s.* a week besides board and lodging.

We never went out merely for a walk, but we went for errands and to match. I think I was favoured because I was delicate; they sent me out more than the rest. Some might not go out for several days.

General
Dress-makers
London.
Mrs. H. W. Lord
c.

SILK MERCERS, DRAPERS, &c.

Messrs. Lewis and Allenby, REGENT STREET.

54. *Miss —*, manager.—I have been here 11 years, and am familiar with most of the details of management in our establishment. The London season commences at the end of March or the beginning of April, and continues until the middle of July. During the whole of that period our work begins at 8.30 A.M., or thereabouts, and ceases at 10 or 11 P.M. We never by any chance work after 11, for the gas is invariably turned off at that hour. Our work-rooms are all lit by gas. I think I may say that we never clear up before 10 P.M. in these months, and very frequently not much before 11. When I say we begin at half past 8, I mean this: we are obliged from want of accommodation to have our meals in two sets; so one set will prepare the rooms and work between 8 and 8½, while the other set are breakfasting; and at 8½ they come to breakfast, while those who have breakfasted begin their work. Three-quarters of an hour are allowed for dinner, and about half an hour for tea, with us; in the season we stop at 9 P.M.

We have meat and vegetables every day for dinner, Sundays included, and meat for supper also in the season. We have no very large number of young ladies in the house, about 35 in all, of whom 10 or 12 are in the shop or show-rooms; we do not take apprentices now, indeed we have only one, and she is 30; and only one or two improvers, for our work is of the best quality, and we require the most experienced and skilful. The youngest we have is 17, and she is in the show-room. About a dozen of them are dress-makers; they are always later in the season than the milliners; the latter are expected to give them a little help after their own work is done sometimes, so far as they can, when there is great pressure; but still it is always the dress-makers, who are at work up to the last moment before clearing up.

We only make the bodies of the dresses here; the skirts we send out to be made, and last season we had to send out the sleeves too. In the season we have extra hands, who come in as day-workers. We have the same persons season after season. I do not know what becomes of them in the meantime. They are not such experienced workers as those who live with us. We pay them 1*s.* 6*d.* a day, and give them their dinner and their tea. Their hours are from 8 A.M. to 8 P.M. It is very rare that any of them stay after 8 P.M., and I do not think it is usual for day-workers to do so anywhere. I have been in two or three houses, and never know or heard of any of the day-workers there being kept as late as 11 and 12 at night.

In houses like ours, if apprentices are taken, they are generally bound at 15 or 16 years of age for two or three years, and pay 30 guineas premium.

We have no regular time for them to take a walk. They do not get up before breakfast for that purpose, but if two or three are to be allowed to go out in the evening together, or with friends, they can always do so twice a week from 7 to 11 P.M., except in the

season. They do not have any exercise then. They could, if they wished, go out before breakfast. If we know where they go, we let them sleep out on Saturday and spend Sunday away, but we like them to be back by Sunday night. We leave off work at 4 P.M. on Saturdays now, in the season we leave off at 5 P.M. invariably. All have four weeks holiday in the year, some in August and the rest in September. All of ours are girls of very good moral character.

With respect to the habitual system of late working in the season,—working I mean till 12 at night and often later,—I think it is avoidable, and I am sure that nothing is gained by it.

There certainly is a great difficulty in getting good hands; it is quite a mistake to think that it is a mere question of getting more hands and more room for them, and that it is only a very few superior hands for the final touch, as it were, that we require; even as it is, we have to send many away after a few days' trial, because their work is not good enough. But no doubt a great deal may be done by good system. If the girls knew that they might leave off at 10 o'clock, for example, if a certain quantity of work was got through by that time, they would work harder and more cheerfully too, instead of wasting their time, as they do when they know that, whether they work fast or slow, they will have to go on till 12 or 1 at something or other. In many houses also the work is not given out until the evening; where the mistress is at once the forewoman of her work-room and the superintendent of her show-room, this is very likely to be the case. There would never be that cause for late hours in a large place like ours, where each department has a separate head. But when only a few are employed, it is almost impossible that it should be otherwise; for the payment of a good forewoman might make a serious difference in their profits.

In the dress-makers' show-room we have to stay in the season, after the shop is closed, to arrange the patterns for the orders taken in the day; that is not the case in the shop or the other show-rooms.

55. *Miss P.*—I worked at Madame — for four months; it was not during the season, but from October to February; I was 18 then. Our ordinary hours were from 8 A.M. to 9 P.M., but I was there at the time of the Prince Consort's death. After that we worked till 3 or 4 A.M. two or three times a week, and once all night through. We rested the whole of the next day after working all night. As a rule, if we worked as late as 3 A.M. then we used to leave off earlier, at 5 or 6 P.M. the next day; 11 P.M. was considered the latest hour they worked there, but it was often later. We had coffee and something to eat at 12 when we worked late. The food was very good; we had meat and vegetables every day. I used to feel tired and heavy after a long day's work, but never had any particular headache.

I was an assistant there; here I am a second hand. Assistants have 8*s.* or 10*s.* a year and second hands

Silk Mercers,
Drapers, &c.

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157. or 200. ; that is when they live in the house. Altogether I have worked at dress-making for five years. My health has not suffered at all, so far as I am aware. There is no need to stand to make out trunks ; we need to sit always at them.

56. *Miss A. H.*—I am a skirt-maker ; that is not often done, as it is here, by one person exclusively. I rank as a second hand. Two years ago I was at Marshall and Stanger's ; I was there for four years ; everything was very comfortable. We began work at 8 A.M., breakfast at 7.30 in the season, and never were later than 8 P.M., except on very rare occasions. When the Prince Consort died we all worked for a week till 10 or 12, and once till 1 A.M. We had a good supper there. We were paid well ; assistants from 18s. to 16s., and second hands 24s. a year. We were always, if we wished, allowed to be out till 8.30 of an evening.

My health has never been injured by any work. I have to stand all the day, but even at the end of the long days in the season I never found my feet swell. I think we could all work faster than we do ; we could often get through by 9 P.M., what we take till 11 about in the season, if we knew that we could leave off when we had finished what we had in hand ; but as we should have something else to do when they were finished, we have no motive to work very fast. I don't mean to say that we are willfully idle, but only that the work could be done faster than it is.

57. *Miss K.*—I have been here 4 years, and have very seldom felt ill at all ; have never had to be away from my work from any illness caused by working. I was for two years and a half with Mrs. H., before I came here. There were 21 in the house then. We used to work there from 8 A.M. to 12 and 1 for three or four nights in the drawing-room weeks, and till 6 or 7 in the morning of the drawing-room. After doing so, we always had a long rest, sometimes the whole of the day till 8 the next morning. We always cleared up at 11 on Saturday night, whatever the pressure was. After the season, work used to be over at 7 P.M. The food was very good and plentiful. When we worked so late, we had supper at 8 P.M., and coffee with bread and butter at 12, and a good breakfast at 6 A.M. when the work was over. The only bad thing there was the sleeping ; eight of us used to sleep in a room, in which there was a sink, where all the slops were emptied ; that was very unpleasant and unwholesome too, I think. Mrs. H. was always kind to us.

58. *Mr. S. Lewis.*—The difficulty of restricting the hours of labour for dress-makers and milliners, or even of inspecting the rooms in which they work, will be found to arise in the case of persons in a small

way of business rather than in large and long-established places like ours. We can afford to tell a customer that we cannot execute her order by the time at which she requires it ; indeed we have to do so frequently in the height of the season. But to persons just beginning business, the custom of one lady may be all important, and to dissuade her is to ruin themselves. They begin business with little or no capital,—an hundred pounds, or two at most,—take a private house or part of one, and have four or five hands to work in rooms intended probably to be used as bed-rooms, certainly not as work-rooms. If they are at all successful, each year which brings an increase of business involves an increase in the number of hands, while the space, which they have at their disposal, being very limited, is necessarily soon overstocked.

Comparatively few can afford to take additional premises, and still fewer to alter or rebuild them so as to make them fit for work-rooms. Take our own case : we are about to pull down five beams at the back, and rebuild, according to an architect's designs for the express purpose ; but in the front facing Regent Street we must not alter a floor or a window. These premises are held under the Woods and Forests, and consisted of three separate houses, which we have taken in at different times. They are in most respects very ill adapted for work-rooms, but they are valuable to us.

With regard to the late hours, I am compelled, by my own experience, to attribute them in a great degree to the inconsiderateness of ladies in ordering their dresses at the last moment. We often have orders to be completed by the same evening. To do so, the work in hand has to be laid aside and finished at another time ; but by the delay they get behind hand with that, until it also becomes urgent, and so arrests a work accustomed.

By far the greater portion of our work is given out to be done for us by persons, whom you may call middle women. They hire and pay day-workers, who come to their work-places, but do not reside on the premises.

The remarks which our manager has made about the difficulty of obtaining really good hands are wholly true, and that question is worth the consideration of some of our social reformers. It is quite astonishing to see how very few of the girls, who must know, and whose parents must know, from the first, that they will have to earn their own living, are taught the commonest rudiments of a business education ; but, apart from that, in what is peculiarly women's work, in the mere use of the needle and the scissors, the small number of those, who are really valuable, is even more surprising.

MISSIE JAT, MOURNING ESTABLISHMENT, REGENT STREET.

59. *Miss L.*—I have been in this establishment as first hand or as forewoman in the work-room or the show-room for many years. We very rarely have apprentices or even improvers ; they are much more in private houses. Scarcely any of ours are under 20. We have 29 in our work-room, of whom 14 sleep in the house ; the rest are day-workers. Of the 14 eight are milliners and six dress-makers. We are of course liable to sudden pressure at all times of the year, but more especially in the London season, though not to the same extent as the court milliners. From April to July we breakfast at 7½, begin our work at 8½, and leave off at 9 P.M., or at latest 10 P.M. At all other times our hours are from 9 A.M. to 9 P.M. The milliners work so long as the dress-makers with us, for they manage to help them when their own work is over. We have not worked all night for years, except that in, for one night at the death of the Prince Consort ; we had then to work for several nights till 12 or 1. But I am convinced the principals gain nothing from late hours ; the workpeople are too fatigued for work the next day, if they work late at night. I have had many battles about it,—

do not mean with the principal,—but I think I may say now that I have gained my point ; and except on some very extraordinary occasions like that which I have mentioned, we never work after 10 P.M.

If there in the house have parents or friends to go to, we let them go out for Saturday and Sunday ; that is to say, the younger ones. We cannot ask questions of the older ones as to when they intend to go ; they have dinner and a home here on Sunday, if they prefer to stay. They can all go out for half an hour's walk in the morning before 8, if they like ; some do, but it is a common fault with them to neglect exercise. Our doors are always locked at 11 every night ; I could not myself get in after that time.

Our work-rooms here, I must admit, is not as nice as I should like to see it ; but all the rooms are fit adapted for the purpose. Mr. Jay has spent a good deal of money on it, but it is still very close and hot, especially on foggy days in winter, when the gas is lit. In the summer they can have the windows open ; but you see they have stuffed up the ventilators, which were over the gas jets ; they said they made the gas blow about and gave them cold. They do

not, however, suffer any more than by feeling the heat oppressive; fasting is not frequent among them. However, I must say that I think it would be bad for them, if they had to go on working here beyond our usual hours; they are quite long enough. No one in the room has weak eyes. Those that are in the house have a fortnight's holiday; they average so as to take it at different times. They are paid monthly. All but two or three have a salary.

[In the centre of the room was placed a glass skylight, the top of which could be raised above the vertical sides on which it rested; this, Mr. Jay had hoped, would have created a sufficient up-draught for the purposes of ventilation, but it seems not to have answered his expectations. The state of the bed-rooms was satisfactory. Mr. Jay in discussing with me the size of the work-room mentioned the great difficulty experienced by all tenants of houses in Regent Street, who desired to adapt their houses to the exigencies of their business, in consequence of the objections entertained by Her Majesty's Commissioners of Woods and Forests to sanction permanent alterations.]

In answer to a question relating to the quality and amount of food supplied to the residents in his house, he referred me to his butcher, baker, and grocer, whom he named. At the same time he told me, in illustration of the groundlessness of complaints made on that score by the young ladies, that at one time, having thought that the porter which was then furnished for their consumption by a neighbouring public-house, and was complained of, was adulterated, he arranged with a wholesale brewer to supply them with pure good stout; notwithstanding that this arrangement was properly carried out, several persisted in standing out for the pre-

viously repudiated porter, and preferred to pay for it out of their own pockets.—H.W.L.]

GO. *Miss Mansford*.—I am now the housekeeper, but I was for six years in the work-room. I never suffered in health, never fainted. My only reason for giving it up was that I liked this much better, and Mr. Jay wished me to try it. We have from 12 to 18 here dining on Sunday; they have meat and vegetables every day and sometimes a pudding. They dine in two sets; each has 20 minutes. Sometimes the young ladies in the show-rooms are not able to come, then I always let them have a chop or steak later. They do not have beer in the middle of the day, but as much as they like at supper. When there is great pressure in the show-rooms, as at the time of the Prince Consort's death, we have sandwiches and sherry in an adjoining room, and they run in and get a mouthful when they can.

61. *Miss S.*—I have been a day-worker here for 14 years and have never worked anywhere else. We seldom work more than from 9 a.m. to 9 p.m.; if we do we are paid for it, but it happens so seldom that I have never thought whether the rate is higher than our regular wage or not. That is 12s. a week for me. My lodgings cost me 4s. out of that. An hour is allowed us for dinner; most of us bring it here, for we live too far off to go home. I live near the Euston Road. On most Saturdays we leave at 5 p.m. Holidays are not forced on us in the dull season, but we may take a week or a fortnight then, if we can afford it.

62. *Miss H.*—I have been here 12 months; before that I was apprenticed at Ely for two years and a half. My pecuniary there was 10s. I did not live in the house, but slept and had all my meals at home. They never worked there later than 10 p.m., and I always left at 8. We used to begin at 9 a.m. I have never worked here after 10 p.m. I was ill this summer and had to go home, but I have been back for three months, and am still very well now. I don't know that it was the work, or what it was, that made me fall ill.

MESSES. SWAN AND EDGAR, REGENT STREET.

63. *Mr. Mansford*.—We have only for the last two months employed maids and dress makers on our own premises, so that I cannot speak from actual experience as to the hours of work, which are absolutely necessary in the height of the season. But I am quite sure of this—and I have had some experience in the conduct of a business—that the best thing for all would be a strict statutory law to limit the hours of work; the trade might as well be left to right itself. We have, besides our resident saleswomen, from 40 to 50 young women here in our work-rooms; all are day-workers. Their hours are from 8 a.m. to 5 p.m., and we do not mean ever to exceed them. One hour is allowed there for dinner, and half an hour for tea. When we have as much work as we can get through in the week, we must refuse orders, or take on more hands.

I am quite sure that all philanthropic efforts, whether by individuals or associations, will end in smoke; nothing but an Act of Parliament will be of any use to restrict the hours of work. I do not say this merely on the spur of the moment, it has long been my deliberate conviction.

Of course it would not do to have the same stringent rules applied to those who serve in the shop; on a very busy day the stock may have become so disarranged as to require some hour or two to put it in order after the shop is closed; and with respect to maids too, the overman and others, who have to wait on ladies at their own homes or in our show-rooms, must necessarily be uncertain and irregular; between these and the workpeople a well-defined line can be drawn. For the bulk of those who are in the work-

room it would be the greatest boon to start simply that week should not begin before or continue after a fixed hour.

64. *Miss K.*—I am now the head of Messrs. Swan and Edgar's work-room. I have been in several private dress-makers' houses in London. We generally considered the hours of the season to be from 8 a.m. to 11 or 12 at night. For about two months we never thought of leaving off till 12 or 1 a.m., but we did not work all night more than twice a season. I do not think it possible to avoid late hours in private houses then. It is very difficult to get good hands in the middle of the season, even when you have room for them. Still I must allow that it is bad for their health; my own constitution has been very much impaired by the late hours which I have had to work, and no doubt very many suffer very much from that cause. I was myself very strong when I first came up to London.

It certainly would be a great disadvantage to the young ladies in several ways to be obliged to live out of the house; still I must say that if I had to choose for the season, between living out of the house and working from 8 a.m. to 8 p.m., and living in the house and working from 8 a.m. to 11 p.m., I should prefer the former. As for the protection which residing in the house gives, that depends on circumstances. There are many residents who are no better in a moral point of view, than if they were wholly unprotected.

I never heard of any case of the workroom being used for any of the young ladies to sleep in.

85k Messrs.
Swan, &c.
London.

Mr. H.W. Lord

c.

Bill Morgan,
Drapers, &c.,
London.

Mr. H. W. Lord.

c.

MESSES. HOWEL AND JAMES, REGENT STREET.

65. *Mr. Jeffery, Junr.*—When our number is full we have 52 young ladies resident on our premises; 11 of them are in the show rooms and the rest, 21, are milliners or dress-makers. It happens by accident that married or to be married ladies, either to get married or to commence business for themselves. We never discharge any at the end of the season, but keep them through the year. Seven of them are apprenticed; they are generally bound for three years; in one case we were obliged by the rules of an institution from which we received one to bind her for five years, but after the third year we have been giving her a salary of £11 a year the same as if she were out of her time.

We do not take on additional hands in the season, but we give more work out. Next year we shall have sewing machines, which will enable us to take more dresses than we could last season. The machines can do any straightforward work, such as running the seams of bodices as well as skirts, and the

steepest kind of work also. We reckon that three women are required to finish off the work of one machine.

In the work-room the work begins at 9 in the morning all the year round; we are at it up till 6 in the evening for the three winter months, and at 8 for three summer months; in the intermediate seasons we close at half-past 6, 7, and half-past 7 according to the time of year, and they always finish in the work-rooms within an hour or an hour and a half of that time. Even in the height of the season and on the dressing-room nights we never by any chance commence work after 10 p.m., and we very rarely work so late as that. We dine in three parties, each having half an hour.

Apprentices always ask for the millinery in preference to dress-making department; the latter is so much heavier; it is frequently really hard work. We find it difficult to get good dress-makers.

66. MESSRS. MARSHALL AND

SHELSGROVE, OXFORD STREET.

Mr. Marshall conducted me over the whole of the premises occupied by his firm. From conversation with him, with Mr. Shelsgrave, and with the manager of the work-rooms, I obtained the information which I subjoin.

At the time of my visit (November), the total number of female residents was 63; 34 were milliners and dress-makers; some of the rest were in the show-rooms or shop; the carpet stitchers, who belong to a lower class, did not live on the premises. In the summer season a dozen or twenty more were usually taken on, but none were discharged at the end of the season, the ordinary casualties of marriage or leaving to better themselves being generally sufficient to reduce the number to the same limit before Christmas-time.

The manager considered that there was room for about 40 persons in the work-room; a number which, according to my experience, would leave it one of the least crowded rooms of its class in the trade. Many of the skirts and mantles were given out to be made off the premises, frequently to dress-makers beginning business, whose time was not fully occupied by their own customers.

The hours of work at the time of my visit were from 8.30 A.M. to 7 P.M.; in the three winter months they always left off at 4 P.M. on Saturday, and for the rest of the year at 5 P.M. In the season they are expected to be at work by 9 A.M. and do not often

work after 8 P.M. The occasions on which work goes on till 10 P.M. are not half-a-dozen in the season.

Apprentices are not taken, but young ladies go as improvers to reside in the house, without a salary for 6 or 12 months, under a verbal agreement which admits of their leaving at any time, and after their improvement they begin with salaries of from £12 to £15 for the first year.

The health and comfort of the residents of both sexes are studied here with very satisfactory results. Most of the "young ladies" live in a separate house with an entrance in Henrietta Street, where they have sitting rooms for their special use; they are always allowed to go out in the evening on entering their names with the doorman, but are obliged to be in by half-past 10 under pain of dismissal the next morning, if they cannot account for their being out later in a proper way. If they were as late as 11 P.M., they would probably be locked out. The kitchen and all the arrangements for feeding are very good. The young ladies are provided with a dining apartment distinct from that used by the young men of the establishment; they dine in two parties, each having about half-an-hour. If any are detained in serving a customer, or are absent on business at the dinner hour, a separate table is always provided. Such cases occur with such frequency as in Mr. Marshall's opinion to render it impossible to adopt anything like the factory system of meal hours.

67. *An employee of great experience in the conduct of one of the largest silk mercer's businesses at the West End.*

In considering any scheme for limiting the hours of dress-makers it becomes important to look at the price paid for their labour. I have no hesitation in saying that, so far as my own experience goes, the mere price paid for making a dress, at all events in the present state of fashion, results in a dead loss to the maker. Of course I do not mean that we lose upon every dress we make, but our profit arises from the material which we supply, and it is a mystery to me how dress-makers live, who merely make up ladies' own materials. There is a charge almost stereotyped for dress-making, 15s.; some have in some cases charged 11s., but they are considered dear. Now take for example these heavy dresses, which are worn with a good deal of lining on the skirt. We give our skirts out to be made; here are several for which we have paid respectively 3s. 6d., 5s. 6d., 10s., 15s., and in one case 11s.; yet for making the skirt, body, and all we can only charge the 15s. As a matter of fact we do not ever, or scarcely ever, make up any but our own materials; still this fact remains unaltered, that the value of the labour expended on our premium on the body is wholly or in great part unrepresented in the charge for making the dress, as distinguished,

that is to say, from the cost of the dress when made. Now we pay salaries varying from 30s. to 120s. a year to those who work for us residing here,—the average will be 40s.,—and the cost of lodging, board, &c., must be reckoned at another 30s. at the very least; (one firm used to reckon it at 35s. in account with a partner who used to contract to furnish everything for them, rates and taxes not included.) The margin therefore for the profits of small dress-makers must be found in the saving the expense of our salaries and household, so that they necessarily have but few hands, doing all their superintending and cutting out work themselves, and live as plainly and as economically as they can, working as long as they can manage day after day, while there is work to be done in the season, to make up for the want of work that must follow, and has preceded, the excessive activity of three or four months in the year.

I have known dress-makers, whom we have supplied, actually fall asleep over our counter as they ordered what they wanted, after working night after night till one o'clock from five in the morning. These particular cases, that I have now in my mind, were young ladies who had been some little while in business for themselves and had a good connexion; there was no choice for them but to take all the orders they could, and certainly if their assistants had to work

late, they did not spare themselves; and after all, like many others in their position, they had often to wait a long time for their money.

You may depend upon it that there are no large fortunes made out of dress-making.

68. *A member of a well-known West End firm, whose position entirely qualifies him to give an opinion in the matter, stated to me that he had no doubt whatever that considerable fortunes were still frequently made by private dress-makers, who supply aristocrats, and in no short a time as eight or 10 years. He mentioned several cases in illustration of his assertion, in which he had peculiar opportunities for knowing the actual state of things, and accounted for the not unfrequent bankruptcy of fashionable establishments by referring to the great and noted extravagance, in which these had indulged. In his opinion, although beginners in the*

business who had not capital to back them did suffer from the habit of giving long credit, the fault was in a great degree their own for being needlessly fearful of offending by asking for the money due to them, and he was quite convinced that, as a general rule, ladies, although they might be in error with their necessities, paid well; so that in any average business of two or three years' standing the normal receipts for the year would about balance the debts upon the books for the same period. Of this he gave me, in confidence, some signal instances. He also commented strongly on the exorbitant percentage of profit upon the value of material, which private dress-makers were enabled to, and did usually, make by insisting on charging for the dress as a whole instead of in detail for material, trimmings, making, &c.

Miss Moreau,
Designer, &c.
London.
Mr. H.W. Lord.

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69. MESSRS. HARVEY AND NICHOLS,

LOWNDEN TERRACE, KNIGHTSBRIDGE.

The extreme of working hours was stated to be 11; the usual time being from 8 to 8, with two hours for meals, and the occasions of continuing till 9 being very rare. Only five or six resided in the home, three of whom were saleswomen and the others first hands; the rest of the work-people all lived out. The carpet-seamers are paid by the piece, at the rate of 14d. a yard for Brussels, and averaging 12. a week in the busy times, which are for some weeks before each quarter day. It is considered to be very bad work for the fingers. The youngest in the room, when I was there, was 19 years of age.

The number of mantle-makers varies from 30 to 50 or 60, according to the time of year; they earn from 25s. to 40s. in the course of the year, the weekly

wages averaging 14s. Milliners are also employed, but dresses are not made on the premises, and even skirts are given out.

The youngest in the establishment were two girls of 14, who were employed to help the work-people by finishing and carrying things for them; these were paid 6s. a week; they were not apprenticed; no apprentices were taken in any department. The youngest at any work with the needle was over 16.

The first hand milliner informed me that she believed the latest hour at millinery shops in the district to be 10 p.m., and the average earnings for assistants 10s. a week.

Mr. Nichol's experience was that few ladies ordered anything till just before it was wanted.

MESSRS. SHOOLBRED'S, TOTTENHAM COURT ROAD.

70. *Mr. Knight.*—Three years ago we had 650 persons in our employment. I do not know our numbers now, but probably they have increased.

Our workwomen do not live on the premises, but only the girls in the show-rooms and shop,—30 or 30 in all, including one or two forewomen. We have most of our young men resident. There are now more than 80 mantle-makers in our employ; at the least time the number is 120. They will earn then, good workers, that is to say, from 15s. to 22s. a week; they are paid by the piece. They are closely packed then, all in this room, but there are two of Watson's ventilators, and the room never becomes oppressive. All our work-rooms, except the carpet-seaming room, are ventilated by that means, and warmed by hot-water pipes. We find that mode of warming more successful than any other; it is easily regulated and is without risk.

A separate room is provided for dinner and tea for the female out-workers. Besides the mantle-makers, there are 11 milliners, 85 upholsterers, and about 40 carpet-seamers. We have also 13 sewing machines. They come to ten in four sets. The room will hold about 75 at a time. These who live near go home to dinner, but there is apparatus for all who like to have the food they bring, cooked for them. Most prefer that, for as they are on piecework, generally speaking, they save time by doing so.

We have some little girls of 13 or so to run about on errands for the work-people, and some wind speels for the machines, and so on. Some of these earn 3s. 6d. and 5s. a week. The milliners make from 16s. to 32s. The carpet-seamers from 15s. to 30s. in the summer, and from 12s. to 15s. in the winter. They work in gangs or sets, and are paid at the week's end so much per yard of carpet; that they share among themselves. The shape of the room is chalked out on the floor, and they first tack the pieces of carpet loosely together in this shape and then take it to the inner room to be seamed. That room being on the basement, and on dull days lit with gas, becomes close at times; it is the only work-room in the establishment, I think, in which we have not yet contrived a perfectly adequate system of ventilation; there are

from 30 to 35 there. They are employed by us, with few exceptions, nearly the whole year round. In the other departments, the factory as we call it, that is the mantle-making, upholstery, &c., they are most of them off work for a month or six weeks in the year; still they know that they are sure of employment again at the end of that time, and as we give the preference to those who have been longest with us, they keep themselves disengaged, so that we employ the same hands year after year. Comparatively few are under 18. None are apprenticed.

The room, in which our residents have their meals, is not even yet quite so well ventilated as we could wish; it is on the basement under the shop. The ceiling is low, and consequently when the hot joints are on the table, and the very large number we have are present, the room soon grows hot. Before this shaft, which you see, was put up, it was very close and unpleasant, but that has now quite gone away with the chief part of the annoyance. It is very simple, consisting merely of a chimney, as it were, carried up vertically from the recess of the window along the outside wall, and terminating in a movable steel level with the other stacks. Until we adopted Watson's ventilator, the air of our shop, which, though extensive, is also low-pitched, used to be come very offensive on a hazy afternoon. We had several letters and communications from physicians and others on the subject, and indeed perceived it ourselves, if we came in from the open air, but now there is nothing whatever after the most crowded day at all objectionable or unwholesome. That we owe entirely to Watson's ventilators.

Our hours throughout the establishment are from 8.30 A.M. to 7 P.M. in the six winter months, and to 8 P.M. in the six summer months. In the latter we used, until last year, to close at 9 P.M., but we have found quite as much work done with an hour less, and the hands are better pleased. The milliners never work after 7 P.M.; they are in constant employment all the year; they are paid by the piece, and earn from 16s. to 26s. a week. The place, in which they work, used to be close and unpleasant, till we had a Watson's ventilator there; the rapid motion of the

Mrs. Merson,
Drapers, &c.,
London.
Mr. H. W. Lord.
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machines give rise to a great increase of heat by mere friction, and the more active exercise of the limbs causes more animal heat to be thrown off from the workers than when the needle is worked by the hand. We are also obliged to have a gas-burner to cook machines. The work is certainly much heavier than needle-work, yet it seems to be less wearisome; it is more interesting to them, less painfully monotonous. A highly nervous or delicate girl would not do for it, but none of ours suffer in health.

[Several of whom I inquired here told me that, beyond their feeling very tired, the machine work had no ill effects on them; none had felt the trembling nor the headache and other pains mentioned by other witnesses; some said they thought it no more tiring than needlework.—H.W.L.]

71. MESSRS. TAYN, NEWINGTON CAUSEWAY.

I went through this establishment before the work-rooms, which are ultimately to be in a building separate from the show-rooms and warehouse, were complete. Even the temporary accommodation provided for the milliners and dress-makers was very good, the room being clean, airy, and not crowded. The milliners, 12 in number, were resident; the needle-makers, about 40, came only for the day; but besides them a large number of persons had hitherto been employed off the premises. The manager of those departments stated to me that in May and June they could find work for almost any number of work-people. The new work-rooms were to be very large,

I think the work of the girls in the show-room on a busy day is as fatiguing as any. I can assure you that, when we used to work till 9 p.m., they often looked very haggard, when that time came. The constant standing must be very tiring.

We have taken great pains, and have been at some expense, to make all our people comfortable, and, I hope, not without success. I am convinced that we lose nothing by being a little liberal. To deny the comfort of those who work for you is in the long run the best economy, to put it no higher. At first starting in the "factory," we had a little difficulty to make all conform to strict rules as to hours and other matters, and some gave themselves a few airs about it, but that has all passed, and I think I may say that now we may have the cream of the classes of work-people, from whom our trade comes, and all are very orderly, well-behaved, and respectable.

one 128 feet long by 23 wide and about 9 feet high. The matter of ventilation had been the subject of much consideration, and Mr. Tain intended to have it carried out efficiently in the new building. A room for meals was also to be provided there.

The longest hours were stated to be from half-past 8 in the morning to the same hour at night, and that only in the season. The really good hands were said to be very independent, going off for a holiday just as they pleased for a day or half a day, whether they were wanted or not. They were piece-workers. An average hand-worker in the "machines" would earn 10s. a week; a good machinist, 20s. to 30s.

MILLINERY SHOPS.

72. MR. CLIFT, REGENT STREET.

Millinery
Shops.
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Only four sleep in the house; four of the others sleep at my place of business in Oxford Street. We take some but-out-door apprentices; they are engaged for two years and pay no premium; they begin at about 15 years old. Millinery used to have more resident in the house than they have now; it is becoming more and more general with us to employ day-workers chiefly.

Our longest hours for the three months of the season are from 8.30 a.m. to 9 p.m.; for about seven months we leave off at 3, and for the remaining two at 7 or 7.30. There is no need with milliners for the long hours which dress-makers work: the drawing-rooms do not affect us; but the fits and such affairs. Our business was truly attacked last year in the public papers because it happened that that poor girl, Wadley, who died, was a milliner; but it was at a dress-maker's, and not a milliner's, that she was working; and because the two trades are carried on by the same person sometimes, people seem to think that they are carried on under the same conditions. That is not the case, no milliner need ever work longer than we do. I do not know any first-class houses where they do.

We have our day-workers only for the season; we pay them 7s. or 8s. a week, and give them dinner as well as tea. A resident all have a fortnight or three weeks' holiday in the year. They have time for their meals, but it would be very difficult to give them a fixed time; ladies often, for example, will leave something in the morning to be altered, saying they will call in an hour or two, or a customer calls in the shop, while they are at the meal, and has to be attended; in the first case the meal will be postponed, and in the second interrupted.

I have no doubt that good was effected by the Dress-makers' Protection Society. Certainly the stoppage of Sunday work is mainly due to them, and they also have had some influence in reducing the hours of work. The hours are still very long and very generally so, I dare say, but not so long or so universal as they were 20 years ago.

73. The manager at Mr. Clift's, Oxford Street—15 persons sleep here; four of them go to the Regent Street house for the day. They always come in a very few minutes after closing. Both our places close at the same time. We have indoor apprentices here; they are bound for two years at 14 or 15 years old, and pay a premium of 20l. We make a point of sending these out on errands, when we can, for their health's sake, but we don't allow them to go out if it is evening, unless we know where they go. Several of our young ladies take a walk before breakfast. We have supper at 8 p.m.; it is left on the table for an hour, so that they can go out for half-an-hour, if they like, without losing their meal. After work is over, they sit in the dining room. They all go off to bed at 11. Their health is very good, and so is their appetite. They dine at 1 p.m.; half an hour is usually taken for that meal. It is not the time of day at which customers usually call, so that there is seldom any interruption. One, of course, has sleep to stay in the shop, and would attend to anyone, when it happened to be some one, whom one particular girl was accustomed to wait on, or had taken an order from. Ten is at half past 4.

The average salary is 20l. or 25l. a year. A first hand living in the house has about 40l., and one who lives out 30l. a year. A second hand bonnet milliner has higher pay than a second hand hat milliner; the former if she is out of the house would receive 60l., and the latter 100l. less. Mr. Clift often makes the apprentices a present when they are going home for the holidays or leaving. He is very kind and considerate. Milliners' hours are not longer than ours, except in private houses where millinery and dress-making are carried on together.

I have been with Mr. Clift for ten years. Before that I was in the show-room at a very fashionable private dress-maker's near Lincoln's Square. I had been in a shop before that, and it was made a great favour to take me in a private house, as I came from a shop. Things have changed since that: young ladies who have been in shops will not go into private

houses. They think more of the hours of work than of salary, and in shops generally, I mean by that in establishments for dress-making or millinery, where the business is not carried on solely in a private house, the hours are far shorter. Consequently I believe that we have much less difficulty than they in getting good hands when we want them. The first question, which any who apply here for employment ask me, is "What are your hours?" And so I believe that those large establishments like Lewis and Almon's, or Marshall and Snodgrass's, can have almost any one they choose of the best work-people, simply because their hours are reasonable; and that would be the case, even if they paid smaller salaries than they do.

Many are never allowed to go out, evening or morning, on any week day. I was for three months at the house I mentioned without ever going out except on Sundays. It was "against rules." I know a great deal of what goes on still in private dress-makers' houses, either through friends of my own who work there, or through some of the young ladies here, whose sisters or other relations and friends do. There is not very much change there in the last 10 or 12 years, except, perhaps, that working on Sunday is very much less frequent. But as compared with 20 or 25 years ago there certainly is an improvement; there is much less night-work than there was; still working from 7 A.M. till 11, 12, and later is not unusual; from 8 A.M. to 11 P.M. is the shortest time in the season for most private houses.

74. MR. BRANDON, 139 & 140, OXFORD STREET.

[The following statement was given me by Mr. and Mrs. Brandon, after visiting their establishment.]

They employ about 100 persons, about 60 of whom sleep on the premises.

The hours of business are from 9 o'clock in the morning to 8 in the evening during nine months of the year, during the remaining three from 9 in the morning to 9 in the evening, Saturdays excepted, the hour being 7 o'clock on that day.

Those who sleep out of the house have their dinners and teas, and during the longer hours their suppers; breakfast is served at 8, dinner at 12.30,

75. MESSRS. FOSTER AND DUNCAN, 16, WIMMORE STREET.

In the premises in Wigmore Street, 18 young women are employed in the show rooms, either as saleswomen or in mounting fowers for wreaths, &c. About one-half of them are resident; these have a sitting-room on the first floor, with a piano; the bedrooms are clean and comfortable, some having more than two, and several but one occupant. Their hours for the six weeks preceding Christmas last had

76. MR. HILL, HOLBORN.

You may fairly take care as a specimen of the medium millinery business. You will find the work carried on under the same conditions, whether it is at Lodgegate Hill, or Edgware Road, Newington, or Knightsbridge. I know nearly every shop of the class in London well enough, at all events, to give you an account of the trade generally.

As a rule about half live in the house and half out, but during May and June there will be a larger proportion of day-workers. Those who live in the house are the saleswomen and the first hands and apprentices. We are more particular as to their references than with day-workers, so they may be rather more select. For example, we have 10 residents and about 10 day-workers; in the summer we should have no more in the house than now, but five or six extra day-workers.

Our hours of work are from 9 A.M. to 8 P.M., with an hour for dinner and half an hour for tea. We have supper at 8.30. In summer the saleswomen are employed till 9 P.M., but not usually those in the work-rooms. We do make to order, but the bulk of the business in establishments like ours consists in

In many places in the country they work as long as in town; only their seasons are not so long. In the country the reason is that they have not—probably they can't get—hands enough, when they want them; but they could easily get a good deal of the work done out at people's houses, if they chose to do as half the London houses do, give skirts and such things out to be made. At the last private house that I was in in London, the girls in the show-rooms were always expected to help in the work-room, after their own work was over; I worked till 12 and 1 A.M. there; the principal would say "I will not have some of my young ladies idle, while others are working." That is no very unusual thing now. For myself, I became a dress-maker of my own choice, and I would not be one again for any amount of money.

From what I have seen and know, I do not think that fashionable dress-makers are wealthy people. They charge high prices, but they give long credit, and having in most cases to buy all the articles they require in detail at shops, instead of being able to keep large stocks, they pay at a much higher rate than, for instance, we do, and must often take nearly as long credit as they give, if they can get it, and have so to pay proportionately. Some may keep carriages and live in country villas; one did with whom I was, but she went through the Gazette. Those who make money, and save it out of dress-making, have to be careful and work hard for it. Extravagance and luxury are not by any means characteristics of our fashionable dress-makers.

tea at 5, and supper immediately after business, thus giving an opportunity to those who wish to visit their friends, or do their own work, or take a walk, the principals considering it necessary after the sedentary occupation of the day to take fresh air and exercise.

The house is closed at 11 o'clock for retirement to rest, and as quickly as possible after that hour all are expected to be in bed. On Sundays meals are provided as during the week-days. Those who prefer spending the Sunday with their friends have full liberty to do so, or otherwise, according to their own convictions.

been only, in extreme cases, so long as from 9 A.M. to 8 P.M., and even in the London season they do not usually work from 9 A.M. to 9 P.M. Occasionally, if a sudden pressure happens, through short notice for a drawing room or a similar cause, they have worked until 12 at night, but that had occurred only once or twice in a season.

the sales from the windows, so that there is never very great pressure. When we are pressed, we offer our hands the work, but it is not very often that they care to take it, so we often have to buy in the City, and have to be content with a smaller profit. Sometimes an out-door hand, or one the second hands or assistants, may take a bonnet or two home to make, especially if they have any one to assist them there, and any special cause for wanting to earn as much as they can, some one of their family to support, for instance; they are then paid by the piece, 1s. 6d. or 2s. for the bonnet, but for their ordinary work they have a weekly wage. The lowest we are giving is 14s.; the wages of day-workers vary from that up to 30s. I believe they are better paid in shops of our class than in the private houses at the West End; as compared with their hours of work they certainly are.

When our residents work after supper, which they very rarely do, they are also paid by the bonnet, but as they are our best hands we pay them at a rather higher rate. They have the best materials, and exercise the best taste upon them, so that they

Milinery
Shops.
—
London.
—
Mr. H.W. Jones.
—
c.

produce a higher-priced article. Good milliners living in the house have quite 40*l.* a year.

We have four apprentices, two have been placed here by the Lord Chancellor, so I suppose we take care of them. They live in the house, and pay a premium of 20*l.* for one or two years. After two years they ought to be able to earn a fair salary. Girls have left us, as soon as their time was up, to take a situation with a salary of 25*l.* and board and lodging. The fact is that there is no better paid class of young women than milliners, and yet they never save, not one in a hundred ever puts money by. They are generally very kind of dress, and often form very extravagant habits.

All of ours have a fortnight's holiday towards the end of August; we pay them their salary before they leave for it. Most go home or to friends from Saturday to Monday; those who stay here, frequently dine with myself and my wife; on week-days we have all our meals with them. I am afraid there is a good deal of truth in what has been said about their treatment on Sundays in some places. I know that they have been so good as told that there was no dinner for them, unless they chose to go to their friends for it.

We always lock up the house at 11 P.M.; they frequently, I may say generally, go out after work is over of an evening. I never knew any harm come of it. You may be sure that keeping them in the house would not keep them out of mischief; if they were inclined that way. We do not, however, allow the apprentices to go out in the evening, but we can

always find some errand for them to go out upon in daytime. As for the rest, we should never be able to keep a single head in the house, if we tried to curtail their evenings. Indeed there is great scarcity of good hands; we are always obliged to advertise in the summer, and often to no purpose. Some of those who are now with us, have been here with ourselves and our predecessor for 6, 7, and 10 years. We have had no illness; they suffer from colds and toothache, but nothing more. Millinery has no hard work in it, like dress-making, indeed you might almost say that more is done with pins than with needles in it. All that I have told you about hours and wages, &c. is of very general application, none of it is peculiar to ourselves. As for overwork, I assure you that even in our busiest time not more than one in 10 ever takes work home.

I know the City wholesale houses too; they work there even more easily than we, for their hours are from 9 A.M. to 6 P.M., and they seldom stay longer, and are very well paid.

[The state of both bed-rooms and work-rooms here was very satisfactory, and every information was given me with the utmost readiness. The same may be said with equal truth of most of the other millinery shops visited by me, with the exception that the work-rooms were in too many cases liable to be overcrowded, and were inadequately ventilated.]

76. MRS. HENDERSON AND MR. HOUGHTON, EDGWARE ROAD.

Ours is almost exclusively a millinery business; we do occasionally make mantles. We have been established more than 12 years here. Only 16 persons reside on the premises exclusive of ourselves. We prefer out-door workers who come for the day. We think their health is better, than it would be if they lived in the house; indeed we have not room to take more to live here, without crowding them more than is good for their health. We have two busy seasons in the year, three winter and four summer months. In those times we employ 40 or 50 out-door workers. We have three apprentices in the house and 12 out-door ones. The latter are engaged to serve us for 12 months, they pay a premium of two guineas; but some, if they are sharp and useful, pay none at all; they have no stamped agreement. We take improvers without a premium. Many stay as assistants at a small salary, 6*s.* or 7*s.* a week, after the first year. Those who do the underwork, caps, curtains, &c., earn from 6*s.* to 10*s.*, but bonnet-makers from 10*s.* to 20*s.* a week. Most go home to their dinner; those who bring their own here, have it in the kitchen. The dining-room for our residents is

on that floor; they always have a clear hour for that meal; they are all either saleswomen or first and second hands. Their salaries are from 20*l.* to 70*l.* a year.

Our hours are from 9 A.M. to 8.30 P.M. in winter and in summer 8. We would gladly close at 8.2 our neighbours would. The house is always shut up at 11 P.M. in summer, and at 10.30 in winter, but we do not allow any work to go on after 9. If we are pressed, our day-workers take work home with them, and sometimes our residents get up on hour or so earlier in the morning. Our work is better done by daylight. We pay our residents extra, so much per hour, if they work longer than the usual hours. We have worked all the year round, enough to employ all whom we have residing with us.

Our ladies stay long with us, some have been 9, 10, and 11 years. I think their health is tolerably good. They seem to suffer from colds a great deal; they put up the ventilators themselves. The children are boarded up in order to allow the stoves to burn properly; the smoke used to be blown into the rooms before that was done.

77. Mrs. G.—(head of milliner's work-room in Paddington).—Certainly there is no particular thing to notice in respect of their health; but milliners are not strong, not even those day-workers, who have some air and exercise every day. A little thing pulls them down. I think many parents prefer the work-room to the shop or show-room for their children, because they are diligent, but in fact they would be better if they had more standing and moving about. Necessarily a room, where a large number work together, becomes very hot, especially after the gas is lit. We light up soon after 4 P.M., and always give over work at 8.30 at this time of year, yet there is time enough to make a considerable heat. I do not know how that can be avoided.

[78. The mistress of the establishment, where

79. Miss O.—, a young lady at the head of the millinery department in a large and very well conducted business in Whitechapel, told me that although the hours in the work-rooms of millinery and drapery establishments in that district were not longer than from 9 A.M. to 9 P.M., and occasionally half-past 9 or

the above information was given me, wished it not to appear, at all events not in connexion with her house, stating, that she herself considered them as healthy as servants or other girls who had to work for their living. She admitted, however, that show-room girls were decidedly healthier than those in the work-room, and said that the sedentary occupation and constrained stooping position of the latter accounted for it. She observed that the day-workers were a very "gay set," would be up half the night at dancing saloons and such places, and come to work the next morning looking dreadfully ill and unfit for work.]

10 in their season, May, June, and July, it was not unusual in the smaller houses, where only six or seven were employed altogether, to make the apprentices, who usually lived at home, stay till 11 P.M. to serve in the shop; the older ones being paid by the day would not be subject to that additional labour.

ASSOCIATIONS, HOMES, &c.

London.

Mr. H.W. Lord.

C.

80. *Miss Jane Le Plastrier*.—I am the writer of a series of letters upon the employment of dress-makers, which appeared in the "Times" in the year 1863, signed "First Hand." I have also lately contributed articles on the same subject to the "Englishwoman's Journal." I feel a deep interest in the question, and have had very considerable experience. It is only four years since I left the business, and for the eight years before that I had been in business for myself; previous to that time I had had the superintendence of more than one very fashionable establishment. I am thoroughly familiar with all the evils of the system, I know some of the causes of them, and if I have not a complete remedy for all of them, at all events I am quite sure of this, that nothing but an Act of Parliament to limit the hours and to put the work-rooms and sleeping-rooms under sanitary inspection will do any good in the matter. Promises are worthless; they were freely made 30 years ago, but only to be broken. At that time all was done that could be done by meetings and agreements, or anything short of compulsory legislation, and all was a failure. The last three seasons have been unusually dull; if the coming one be only what it bids fair to be, the state of things will be as bad or worse than ever.

I assure you that there is no colouring or dressing up of facts in what I have written; nothing is even overstated, much less fictitious. I can give you the names of all to whom I allude. I cannot trace them now, for they are scattered about.

My own work at the house, where I was superintendant, brought on congestion of the brain, which forced me to give up for a time. I will give you only one instance of the work there: before a certain marriage in high life, not one in the whole establishment went to bed for three nights in succession. That was a place, where 27 were expected to do the work of 40; they all lived in the house; no work was ever given out to be done off the premises, and no day-worker was ever allowed to come there. That was for fear of the patterns being copied; there is immense jealousy

in that matter. At present it has the bad effect of burdening those in the house with excessive hours of work; but if those hours were limited, the same feeling would, I am quite confident, prevent the employers from reducing to any great extent the staff of their residents.

For myself, I found no difficulty in keeping my work within the limit of 12 hours a day, from 9 A.M. to 9 P.M. I had a large business, but I had in the season 12 living in the house, and often 12 more day-workers, and besides them I put out many of my mantles and skirts and sleeves; there is no reason whatever, why others should not do the same. Now too, the general use of the sewing machine certainly renders fewer hands in the house necessary, than were formerly required.

There is no doubt that these large establishments of silk-mercers and drapers are infinitely superior to the private houses, both in their hours and their comforts, speaking generally.

I believe that there is no private house in which millinery is made without dress-making. All who are exclusively milliners have a shop front.

After all, the system of long credit, and the ladies' want of forethought, are, perhaps, almost as great sources of the mischief, as the cupidity or mismanagement of employers. But yet, if employers would only take the trouble, they can always tell within a little what amount of work they will have for the four months of the season, and might provide for it by engaging a sufficient number of hands to meet any ordinary emergency before the pressure of the season comes upon them. No doubt, many customers thoughtlessly give very short notice, but long notice does no good; the work is always put aside till it must be done. As for pressure, where I was superintending, we have had 28 trains to make at one time; and very often, instead of resting after the late hours before the dressing-room, have had the skirts sent back directly after it was over to alter for wear the same evening at the Opera or some such thing.

THE EARLY CLOSING ASSOCIATION, 35, LUDGATE HILL.

81. *Mr. Joseph Pitter*.—During the time that I fulfilled the office of Secretary to the London Early Closing Association (1865-66) my attention was frequently directed to the state of the employed dress-makers and milliners in the metropolis. This was more particularly the case at the time of the death of Mary Ann Walkley in June 1863, when I was enabled to obtain some reliable information as to the exact hours of labour observed in the West End millinery establishments. I will not specify the several houses, but will simply name the locality in which each one is situated, distinguishing between the hours observed in the season and out of it. Thus:—

Dover Street.—In the season: 6 in the morning till 12 at night, or a period of 18 hours. Out of the season: half-past 8 A.M. till half-past 10 or 11 P.M., a period of 14 or 14½ hours.

Regent Street.—In the season: half-past 8 A.M. until 11 and 12 at night, and sometimes 1 and 2 in the following morning; from 14½ to 17½ hours. Out of the season: from 8.30 A.M. to 10 or 11.30 P.M.; 15½ to 16 hours.

Grosvenor Street.—In the season: half-past 8 in the morning till half-past 11 at night, and sometimes 1 and 2 o'clock the next morning; 15 to 17½ hours. Out of the season: half-past 8 A.M. till half-past 9 and 10 P.M.; 13 to 13½ hours.

Bruton Street.—In the season: half-past 7 in the morning till 1 and 2 the next morning; 17½ to 18½ hours. Out of the season: 8.30 A.M. till 10.30 and 11 P.M.; 14 and 14½ hours.

Boad Street.—In the season: half-past 8 in the morning till 1 and 2 the next morning; 16½ to 17½ hours. Out of the season: 8.30 A.M. till 10.30 and 11 P.M.; 14 and 14½ hours. In this establishment

some of the young people occasionally work on Sundays. There are said to be "French girls."

It is generally admitted that the efforts made some years ago succeeded in abolishing Sunday-work, excepting so far as it might be voluntarily undertaken in a few instances by other than English females. When I speak of the work being "voluntary," I simply mean that the worker has no conscientious objection to it. So far as my inquiries have carried me, I cannot find that these protracted hours of toil are undergone in consideration of commensurately high wages. The day-workers, who are engaged as occasion may require, and who do not lodge in the house, are paid on the average about 2s. a day, with sometimes the addition of dinner and tea, or tea only. Perhaps few are without the tea, though some receive as little as 1s. 6d. a day. Their working day is considered to last 12 hours, but in some cases exceeds. As a rule they are allowed an hour for dinner and half an hour for tea, a privilege not granted to the regular indoor workers, who in busy times have to dispatch their meals in extreme haste. On the other hand, the indoor workers have the advantage of an annual holiday during the dull season. The prolonged hours which I have mentioned apply to the higher class of establishments. A less aristocratic trade, particularly in connexion with ad "early closing" shop, exhibits many milder features. But as a rule the labour is excessive; and if it be asked how it comes to pass that these young people submit to such health-destroying toil in preference to domestic service, I can only say that, so far as my experience goes, great value is attached to the liberty enjoyed on Sundays, while the vacation in itself is considered

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Mr H.W. Lock.

c.

superior to that of the domestic servant; thus it proves easier to find a competent "hand" for the dress-maker or milliner's work-room than to meet with a well-trained domestic servant. The love of liberty and the idea of gentility lie at the root of the mania among young women for becoming dress-makers and milliners. In the case of the day-workers, the liberty is of course much greater than among the young women who are regularly engaged indoors, and who are considered to form a superior class. Among these there are many who belong to really respectable families, being perhaps the daughters of professional men, whose death has left the family unprovided for.

As for a legislative remedy, nothing seems to my own mind as more practicable than a species of sanitary law. Although this would not amount to an actual remedy, it might very much mitigate the evils which exist. Having made this part of the question the subject of special inquiry and consideration, I would respectfully suggest that great good might be effected by a law which should place the work-rooms under a complete system of sanitary inspection, whereby the present over-crowding and defective ventilation should be prevented. The necessity for this is shown by the facts which Dr. Lancaster's inquiries

revealed at the time of Mary Ann Walkley's death. It would also greatly add to the value of such legislation, if the sanitary inspection were distinctly authorised to visit the work-rooms at all hours during which work was going on. If such visits were day reported to a vestry or other public body, and the hours specified, this kind of publicity would be a powerful check upon the present system of overwork. Not infrequently the workpeople would be found at their toil all night long, as on the night preceding a Royal drawing-room. The principal difficulty in the way of such legislation appears to be one of definition, the question being "what is a work-room?" A certain number of workers seems necessary to convey the idea that an actual work-room exists, and yet care must be taken to prevent an evasion of the Act. There are many employers who might be glad of such legislation, but those who most require supervision would of course endeavour to evade the law.

It is only an act of justice toward the Early Closing Association to say that, so far as persuasive measures are concerned, including frequent and costly appeals to the public, it has done its best to excite the practical sympathy of all classes on behalf of the employed dress-makers and milliners.

THE HOME,* GREAT MARLBOROUGH STREET.

82. Miss Brownell.—My position here has enabled me to know a great deal from the girls themselves as to their treatment and condition in houses of business. You will find much of my experience on the subject in my report for 1882. I also know several of their employers personally, and see them from time to time.

There are two things above all which I with employers would observe. One is, not to close their doors on a girl who comes back after hours. Let them discuss her next morning if they please, but if they only know how many falls are due to nothing more than missing a train or an omnibus they would alter this. The other is, to have a separate bed for each person. Some I know have had to sleep with women of known bad character and even suffering from a loathsome disease. I cannot describe to you the sense of pollution which some of the young ones have shown in telling me of the character of their bedfellows.

In a large establishment, where a great deal of morning is made, they work from 8 or 9 a.m. till 11 p.m. all the year round; this is very bad in the winter, when the days are dark and gas is necessary for many hours together. One who works there has told me that her brain seems to get on fire before the time for clearing comes. She used to be a bright good-tempered girl, but now she has grown so irritable that I sometimes fear for her brain. Indeed she knows it herself, and deplors it. In several of these places, where you are shown a nice and comfortable sitting-room, you will find that it is only for the young men of the establishment. Even the show-rooms, where the girls who serve there, are allowed to sit after their business is over, are locked on Sundays, so that they have only their own bed-rooms to spend the day in, if it rains. Very frequently indeed no accommodation is provided for them to attend any place of worship. In the more outlying districts, such as Knightsbridge, Paddington, &c., they often are not expected to be in the house on Sundays. One poor girl, the daughter of a professional man who lived in the country—a curate I think he was—told me that on her first Sunday in London she asked her employer, in whose house she resided, what she was to do, as she had no friends to go to in London, and he only said, "Go to the devil if you like; I can't be bothered all day with you." So far that day she went to Church, and wandered about the park all day. The next two Sundays were wet; she had no money, as

her salary was paid quarterly; so she went without food from breakfast to tea-time, and had to sit under the trees in the park to keep herself dry during the interval between the morning and afternoon services. After that she was taken on Sundays by some of her companions to a room where infidel doctrines were discussed, and was led away by them. She is dead now.

Last season many of our day-workers were employed from 5 a.m. till 11 p.m., and some kept them all night. I do not mean that this occurred night after night as a usual thing, but I should say it happened quite once a week, and they always worked beyond the ordinary day of 12 hours. They could not have deceived me about it, for in the first place we always have several from the same house, but besides that, in many cases I know from the employers that they did so.

No doubt the cupidity of employers in taking more orders than they can possibly get through without these long hours of work has much to do with it, but their customers also have a great deal to answer for; I do not mean in not giving orders in time, so much as in neglecting to pay their bills. I know of cases of dress-makers in this part of town who have five and six thousand pounds of debts in their books, for which two and three years' credit has been given to persons apparently able to pay, and who have yet been unable to raise one or two hundred pounds to meet a bill that was coming due. They have themselves to pay interest after three months on the cost of the materials which they procure. They are obliged to give credit in order to get the stock which their customers expect them to bring from Paris of their hands, before the fashion changes and they become worthless. I know that one lady of title has owed her general dress-maker—not her court and fashionable dress-maker—70*l.* for three years, and actually has not given her a single order for the whole of last year. They often have not ready money enough to pay their quarter's rent or even the day-workers at the week's end, though hundreds of pounds are owed them.

Many of the day-workers are nice, respectable, and virtuous girls, but they are surrounded by temptations; even those who live in the houses are far from being exempt, and some houses are really disastrous; there are some, where it is well known that the young ladies always spend their holidays in the country with gentlemen. The show-room and shop girls are especially to be pitied; they are always chosen for their bright-

* Where about 70 young women reside, nearly all of whom are employed as salaried in shops or as milliners and dress-makers in the work-rooms of fashionable establishments at the West End of London.—H.W.L.

† The pamphlet entitled "Hear Faith in God."—Morgan and Chase, 3, Abchurch Lane.

ness, their good figure, good manner, and pretty face. Then the tricks encouraged in some houses to get off an article out of date, for which some are allowed "ginge money," a small per-centage, and even to substitute an inferior article for one selected from the window, are painfully degrading.

Apprentices are taken in the show-rooms as in the work-room. The apprentices there suffer very often from swollen feet, they have so much running about and are always on their legs. In some large establishments the girls in the show-room are not allowed ever to sit down, because it does not look like business. At some houses all in the show-room are expected to wear black gloss silk. A dress does not often last them more than six weeks or two months; in the season especially the wear and tear is very great. I know of houses where the terms offered are, that the girls should provide themselves with silk dresses on 16s. a week, living out of the house. If they wear their dress, until it begins to look shabby, one of the young men will ask to be allowed to serve them with a new dress. The hint is generally understood, and the new dress ordered. That has to my certain knowledge happened in a first-rate establishment to a lady whose salary was 40s. a year. Nearly 50s. a year must go in that one way. Their healths suffer very much as the others; they all break down.

I do not wish it to be thought that all employers are unkind and covetous; far from it. There is one house in Regent Street where they make a present of a new silk dress often once and even twice a year to persons whom they are paying 1s. a week and more. I think that at Madame Ellis's they set kindly and wisely to their girls; so much so, that a very short time ago they had 17 girls there who had been sent to them from us. I never heard any girl of good principles speak ill of them. Some time ago Mr. Isaacson discharged without notice two of these who lived in the house, because of some conduct, of

which he disapproved, with regard to the receiving of letters and calls from gentlemen; they came here, and I gave them a home for three nights; they then left, and I have heard no more of them. They spoke very violently against him and Madame Ellis, so that some of the others, who live here and had worked there, were quite annoyed at it, but soon after, another came here, who gave quite a different complexion to their story.

The introduction of sewing machines has interfered very much with the employment of day-workers at the West End; they can rarely get more than five days a week, or about 5s.; in second-rate houses they are offered as little as 6s. I do not allow any of these who live here to go for so low a sum as that, and consequently I have—that is, I feel bound—to let them stay here till something better offers. We find situations for quite a thousand in the course of the year, generally among the best class of houses. I do not therefore come very often into contact with those who work at the small dress-making places. They told me, a night or two ago, of one near Portman Square, where the work-room was below the level of the street; none of the windows in that or in the bed-room would open, and the ventilator was inaccessible through rust. The wages are often miserable in such places; at one the cutter-out and first hand is actually paid only 10s. a week, and the workpeople get 6s.; that is a place where the finest ladies' sleeves and collars are made.

From what I hear of day-workers for wholesale City houses, their morals must be very low. The forewoman of a very large place there said the other day that she feared that not one in 10 was respectable. The conversation is most shocking, especially on Monday morning, they tell me. In one instance a manager tried to check it, but three or four of the best workwomen actually went to the chief of that department, and complained of her interference. He sent for her and rebuked her; so she left, as she could not bear to hear it, and not object.

THE WEST CENTRAL HOME, GREAT ORMOND STREET (established in 1855 by the Countess de Grey and Ripon, and Lady Holart).

83. *Mrs. Chevallier, Lady Superintendent.*—We have 22 milliners and dress-makers in this home; many have lived here for several years. They are very rarely out of employment. Shop or show-room girls do not often come. We have day-workers both in City and in West End houses. The wholesale City houses keep them later, but their pay is higher, as it is by the piece generally. In the West End, too, they are very late sometimes. It occurs at all times; weddings, mourning, and Indian outfits are the frequent causes of late hours out of the season. In the last fortnight one of our residents, a first-hand dress-maker, was for two days and a night without rest. We often wait until 11 p.m. for those who work in the City. Some of them I do not see from one week's end to another. They are too late for prayers, come in tired and hungry, and have their supper in the kitchen, and then go straight to bed.

There is one fashion in dress now prevalent which involves great fatigue to the dress-maker. Ball dresses in light materials are trimmed with ruffles, and for this work the girls have to stand at a bench or counter the whole day long, pinning and tacking. At one place there is no other work done. They come back dreadfully tired after that work.

We have all the grades among our residents. There is very seldom more than one first hand in the dress-making establishment; she superintends the work-room, cuts out, and fits. The second hands do the

superior work, finish the bodies, for instance, and prepare their work for the day-workers or assistants. Improvers, if they have been apprenticed in the country, pay a premium of 15s. or 20s.; if in a good London house, they generally give their time and work in place of any premium. They stay for six or 12 months. In many cases they have first been apprentices, and stay on in the houses after their term has expired. After nearly nine years' experience in the Home, I find that we have not had one serious case of illness during the whole time. I attribute this partly to the general healthiness of the houses, partly to the enforced walk night and morning to and from the places of business.

Although persons frequently come to me in a state of general debility from overwork and confinement in crowded work-rooms and sleeping apartments, (as our physician, Dr. Druitt, can testify,) they have rapidly recovered their health after becoming inmates of the Home, and have in very many cases preferred remaining with us, and going out as day-workers, rather than accept a more profitable engagement indoors.

In some West End houses they do not give the day-workers anything to eat after ten at 5 p.m., though they stay till 11; they do not always pay day-workers for overtime, but they make it up to them by giving them half a day at another time, if they do not want them.

than younger ones, the protection which we endeavour to give. Of course all are day-workers. Nearly two-thirds are dress-makers; some few are milliners, and others artificial flower makers and fine shirt makers. We require two references with each girl, and are obliged always to keep a very strict watch over them

London.

Mr. H.W. Lord.

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[84. The following statement was made to me by the Superintendent of another Home.]

We have more than 60 young women resident here; most of them are between the ages of 18 and 30; we take none in over 30 years of age, as it is considered that by that time they either do not need, or need less

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all. I have unfortunately had to dismiss two or three; they were receiving notes from gentlemen, and making appointments to meet them. It might be all innocent, but for the sake of the rest we were obliged to send them away. They vary very much in character. Many are very respectable quiet girls; some are not so steady as they might be. Those we dismissed were particularly pretty and well-mannered girls. I had great doubts as to what I ought to do, for to dismiss them was perhaps to take away their last chance; but the example to the others was too dangerous. The fondness for dress and admiration in young girls in their class of life is a terrible temptation. We close the house at 10½ at night; if any are out three times after that hour without a satisfactory explanation, they have to leave. When they stay later at their work, they send a note to let me know, but it is very rare for any of them to be working after 11 P.M. Some have to be at work at 8 A.M., some at 9, and they do not usually exceed 12 hours a day. We have scarcely any who work in the French or court milliners' houses; they are for the most part in the general dress-making houses. Some work at the sewing machines. At one place in this neighbourhood the machinists work only from 9 A.M. to 5 P.M., and in another till 7 P.M., as a rule. The artificial flower makers often work to 10½ and 11 at night in the season, from 9 A.M.; they are on piece-work. Their health is not below that of the others. I do not know much about their wages; indeed, I make a point of not asking, but sometimes they tell me. Shirtmakers for good houses have 12s. and 15s. a week when in full work; but for several months, probably from August to November, they are on short time, and make what is equivalent to about four days. Those who work in the crinolines shops are poorly paid. We have one of 15 who is now earning 7s. 6d., but they have had as little as 4s. and 5s. a week. The artificial flower makers earn about 2s. a day. Dress-makers earn 8s. and 10s. a week.

All of them do certainly appear to suffer in health, more or less, from the nature of their occupation. I have been here for a year and eight months. In that time three have died of consumption. They complain of their chest hurting them, but nothing else, except

86. [The following letter was forwarded to me after an interview with the writer, a lady who has taken a very active part in the management of one of the Homes, and who derives her experience as well from having been herself for some years in business, as from having been long engaged in endeavouring in various ways to improve the condition of young workwomen in London.]

I have sifted many cases of distress, and I find, almost without exception, that such distress arises either from want of energy, or from inefficiency. Young women now learn only branches of manufacturing or making up, and the consequence is, that when this fails, or does not occupy the same time that other branches of the same article require to produce, they are thrown out altogether. I think workmen have been gradually deteriorating in work and morals, ever since the old apprenticeship system has died out. The restraint and supervision, exercised then, was wholesome discipline for the young. I know it would not do to go back to that, but some modification might be adopted, that would be good for employers and employed. My experience proves that the love of dress, and the dislike to any restraint, are the great causes of the distress amongst the young women of

being very tired. The machinists seem to suffer more than the others from pains in the chest; they are always doctored for that. They complain of their legs also. I never heard any complaint of their eyes being injured. One of them, a very delicate looking woman, who works at the very finest shirt-making, told me a short time ago that she never knew what it was to have a head-ache or eye-ache.

The effect of the close rooms, in which many of them work, is shown, when they are at home late, by their great dilated, and even hot, of anything like fresh air, and indeed it is not unreasonable, for they certainly are very prone to catch cold, if there is the slightest draught.

In respect of the hours of work, I do not think the day-workers are at all oppressed. They rarely exceed the usual hours, and do so of their own free will and for extra pay, when that is the case. I do not even think that they would, any of them, be discharged if they refused to work, when requested, beyond the usual hours; the demand for them is so great, in the season at all events, as to make them independent to that extent.

86. Miss C. J. M. Branswell, 3, Clapham Place, Bridge Road, Blackfriars.

The majority of the girls who reside at this Home now are milliners and dress-makers. There seems to be nothing like oppression, either in the matter of overwork or low pay, in either wholesale or retail City houses; nor, when they live on the premises, are they otherwise than well treated. They are never expected to begin work before 9 A.M., and the very latest is now and then 10 A.M. One I know actually apologises to his lands, if he wants them to stay after 9 A.M. It is with the skirt and mantle bands, who are employed by those who take out work even from good houses, and with milliners who make for the large warehouses, that the pay and the premises are both bad, and the hours long too, I am told.

From all that I hear, the language used by the older women in the mantle-making departments of many of the City wholesale houses is very demoralising. A few bad women of 30 or 40 do a great deal of harm. I wish the girls could be kept separate from them.

one day. Steady, efficient, industrious workers would, I believe find work at any time, and in any number.

Another advantage would arise from efficiency; no one would be found, who would do the cheap work, and it would gradually go out of the market.

A further cause of misery is these terrible places known by the name of music halls. They are just the places for vain and dressy girls to be led away, hence the misery of the girls, who come to our midnight meeting movement. And the great majority go wrong by going to those places. Then their homes, if you can call them homes, they are another source of misery. I repeat, if you go into the cases one by one, you will find the love of dress, and the dislike to restraint is the beginning of sorrow. If we could give them good wholesome training, and a love of thrift, much would be done. You can use any idea you can get from this; I am not accustomed to give such reports, and very much prefer not appearing in a line book.

One thing I should have called attention to, that is, these "middle women," they cannot pay, as they should, for one reason. They cannot depend on what they give out being done properly, and as they take the risk they pay accordingly.

REGISTRY FOR DRESS MAKERS, &c., LUDGATE STREET.

86a. Miss Moachie.—Quite 1,000 girls apply, and over 500 are provided with employment in the course of the year through this registry at various millinery and dress-making establishments, both wholesale and retail, in London and the provinces. Speaking generally, about two-thirds of those will be on permanent

employment, for a year at least, that is to say, and the remaining one-third on season engagements. The latter may be said to follow this course:—In March and April they find work in the City warehouses; then they go to the West End for the court season till the end of July; then they have a month's holiday; for September and

October they will return to the same situations they had in the early spring; and for the remaining four months the good hands will return to the West End or go to the country, and the bad workers will live, some at their own parents' or friends' houses, some at the Homes, which are generally full all the winter, for there is not accommodation for more than about 300 in them altogether. Employment for these, who know how to work and are willing, can generally be obtained. You seldom see a girl want who really likes work, if she only knows where to look for it. I should say we have had 100 taken as apprentices, and another 100 as improvers, in the last year. Work that an arrangement can generally be made for a premium of 20*s*. and a term of two years. We can, and do to some extent, influence both employers and employed, for if the former do not treat these well, whom we send, we never send another; and if the young ladies do not behave well, we do not recommend them again.

A salary of 10*l*. a year may be fairly expected after a two years' apprenticeship, and in the second year it should be from 20*l*. to 25*l*. By the time a young lady has been in the business for four years she ought to be a first hand, and always could be, if she would take pains. The salaries for practical hands vary from 40*l*. to 100*l*. It is true that all, who are taught the work, cannot be first hands; but in the four or five years marriage or deaths reduce the number as much as to justify what I say.

It is to be regretted that so few care to be practical workwomen; all ask for employment in the shop or show-room as saleswomen; but it is a mistake. A knowledge of work would be far more useful to them, and young men are being employed more and more in shops at all events. Girls are only wanted at the lace counters or in show-rooms, when they have to put on mantles and shawls and such things.

Their dress is no doubt a serious item; I found it so myself, for though I was very economical, and could make my own, I found 20*l*. the least that I could do it for in the year; and many of these show-

room girls, who often cannot make their own, pay nearer 40*l*. than 20*l*., when they wear black silk.

I wish some loan fund could be started. Many a good girl is prevented from taking a situation—often an illness, for example,—for want of a wardrobe. Five pounds lent at the right moment would often be the making or the saving of a girl; it could be repaid out of her salary.

We supply West End houses as well as City wholesale and retail houses, but the chief of our work is with the country houses. Most of those, who go to City warehouses from us, are saleswomen of cloaks, flowers, baby linen, and such things. Those who work in their factories are a very different class; all day-workers, and often coarse in their behaviour and language. The wholesale millinery houses are the only places of that class, where any whom we send are engaged in the manufacture.

My experience is, that the City men are very liberal and kind to those whom they employ. The hours are seldom long. In the wholesale millinery houses, where they supply the country buyers and shippers, they are latest; but I never knew of any being there after 12 at night. I should say that work from 9 A.M. to 12 was the extreme, and that not common. The pressure is from March to May, and again in September and October—five or six months in the year. At those times hands often cannot be got at any price. In the slack season they often leave early, at 4 and 5 P.M. At one wholesale millinery house they used to give their hands the whole of Saturday in the slack season, paying them all the same. The great proof of their not suffering from ill-treatment is that they don't, as a rule, make complaints to me. There is a good deal of affection and fastidiousness with many of them. I have been myself in several houses of business, and have seen it repeatedly.

What wants looking into is the state of the small factories, where the work for the wholesale houses is done by people who take the work out. The pay is often very low, and places bad both for their health and for their morals.

ASSOCIATION FOR THE AID AND BENEFIT OF DRESS-MAKERS AND MILLINERS, 81, NEW BOND STREET.

87. *Miss Newton*.—I have been for 18 years the manager of this association, and though I know nothing about dress-makers and milliners when I first came, I have been brought so continually into contact with both employers and employed since that time, that now probably I know as much as most do about the general state of things. The chief means of my learning so much has been through the registration department; for we have procured situations for as many as 700 persons a year on an average for the last eight years.

The system of registration is very useful in giving us an additional check upon employers; for we soon know the character of a house, and will not supply them if there is anything objectionable in it. There certainly have been improvements in the fashionable houses at the West End since 1855. Many have tried all they could to lessen their hours, but unless they are very good managers and have excellent first hands, they cannot get on with less than 14 hours a day, from 8 A.M. to 10 P.M., in the height of the London season. If work were always ready for them to begin the first thing in the morning, they could do with 12 hours a day; but there are still some very fashionable houses, where they work continually for 16 hours and even 18 hours a day. If that happens only now and then, once every 10 days, perhaps, in the season, the girls never grumble.

Sundays' work has, I may say, been quite put on end to; that was effected in a great degree by this society. In a few establishments the young persons on Saturdays do not work after 6 o'clock. Still I think that if our society, or some one like it, were not in existence, things would soon be as bad again as ever.

It is only in inferior houses that a dinner is not provided on Sundays; and even among them it is the

exception where they have not dinner on that day in the house, if they have nowhere else to go to. In such places also the food is bad, and scanty too sometimes; but in all the best houses there is very little to complain of on that ground. The dining-rooms, however, are often very uncomfortable even in first-rate establishments; they are frequently gloomy rooms on the basement. The work-rooms and bed-rooms have been improved in many houses, but there are still many bad ones. Still I have not heard so many complaints lately about that. It is very rare indeed for any to leave separate beds.

I think there is no fault to be found with the salaries paid in fashionable houses; resident first hands in second-class houses have 30*l*. and 40*l*., and in first-class houses often 60*l*. and 80*l*. a year; second hands 20*l*. and 25*l*., waitresses 12*l*. and 10*l*. The day-worker's regular wages is 9*s*. a week and her tea, but some have 12*s*., 14*s*., and even 18*s*. in first-class houses. We allow none who are sent by us to have less than 9*s*. They have been offered as little as 7*s*.

Apprentices are generally sent to bed early, that is, earlier than the rest.

The day-workers are no doubt a lower class than the residents. When the season is over, many of them are discharged; they then go to inferior houses, or to needle-making, and often take work for themselves at home.

A great deal of the trouble arises from irritability of temper and want of judgment on both sides. The girls are often very difficult to manage, and a bit of ill temper in the mistress or the first hand may keep the whole work-room in a fever for days together.

Some mistresses have bad health, and cannot look properly after their business; others do not live on the premises where the work is done; that is a very

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great disadvantage when it occurs, but it is by no means common. The consequence in such cases is that all is left to first hands, and the employer does not really know how late her girls work, and very little else about them.

In the country, as a rule, they are more comfortable, especially at the linen drapers' and silk mercers' houses; the hours are shorter and the rooms better.

I think that employers in the West End would still keep their residents, even though their hours were limited by Act of Parliament; they would not be able to get the class of hands they require as outdoor day-workers, for the girls would rather go into the country, where they would, as I have said, have more comfort and less work, than stay in London, unless they were indoors.

Cheltenham.
Private.

88. *Mrs. H. Gilling, Promenade Villa.*—Our season is from March to July, and again from October to January. My hours are from 8 to 8 in the former and from 8.30 to 9 A.M. to 8.30 P.M. in the latter months. On Saturday we leave off at 5 P.M. If we are pressed in summer I sometimes get them to come at 6 A.M., but that does not happen more than six times in the whole season. I have worked myself at dress-making as few mistresses have, and know how wearying a thing it is to work late night after night; it is the feeling obliged to work that is so wearisome. Upon any great emergency, I am sure, all are ready to work any time for an employer, who is kind and considerate to them.

I have three machines. I should like every dress-maker to use them; they save much labour, and also enable you to pay at a higher rate than when you employ, whether machinist or finisher. Much more work can be put in too; we should never put 100 yards of trimming in a summer dress, if it were all to be done by hand; the putting up and finishing must still be hand-work; and we find it best to have different machines for different work, just as with hand-workers; one will do the sleeves, another the skirts, and a third the bodies. We stitch the seams of our bodies by the machine. I believe that the sewing machine will make dress-making a better business than it has been for some time, for the skilled dress-maker, who finishes the dress, has to depend on the inferior ones to get the work ready for her, and is very often kept late through their delay, ignorance, or neglect; the machine supplies their place, and so it will get rid of the great number of inefficient hands, who are only fit for the commonest work, such as running the seams of skirts, and who ought to be at service. The machine is much better for their health too, if they are not constantly working at it. I am quite sure that my machinists, who used to be hand-workers, have improved in health,* since they have been able to vary those long hours of sitting and stitching; but machine work becomes detrimental, if continued without intermission. Besides, in the dull season I let mine bring their own work, and get it done by the machine here; that saves them time and money too, and all are very ready to assist one another. I have 17 in my work-room. Only two live in my house. I should like to have more in the house, but they prefer to live at home. Three are out-door apprentices; they come at 13 or 14 years old.

I know there is much suffering in London at all events, and probably in other places too, from long hours of work. I myself would most gladly submit to the inconvenience of being limited to fixed hours, and conform to any regulation of the kind, if it were made general. Now and then something will happen, no doubt, to make it necessary to work very late; for instance, some years ago my first hand out a wedding dress so much too short, that at the last moment all had to be unpicked and done over again. We were

I am convinced that this inquiry has done much good; the mere fact of your having gone all over a number of houses and examined persons has made them a little ashamed. In several cases hours have been shortened and rooms improved since your visit. It would be an excellent thing if by any means such visits could be kept up. Many also are getting day-workers now, in order to enable them to work shorter hours by having more hands. That could be done much more generally than it is; for the number of residents, however crowded they may be, is often insufficient for the work. No doubt they must be content with rather less salary, if they do not work as long; but the day-workers will not be much affected by that, for they do not very often exceed their 12 hours a day.

CHEL TENHAM.

up all night at it; but that is a thing, which no one would allow to occur twice in a lifetime, I should say; I think I may safely say it will not occur again with me, for I date a serious illness from it; indeed with the worry and the long hours together we were all knocked up.

To keep my hours what they are, I have always in the season to refuse customers, who come to me without a recommendation. I feel bound to oblige my old customers first, and they are, I must say, most considerate. Even those fresh ones, who come recommended, I have often to tell that they must wait three weeks or more; some have come and ordered dresses for the next day. Those I always refuse at once, except, as I said, in the case of an old customer, who is really in want of a dress immediately. Still I have often found ladies, whom I have refused in the very busy season, come to me when it was dull, and so have become regular customers; so that my refusing has not lost me their custom. I am sure that no lady has ever left me because of my disappointing her, for as soon as I have shown them that there was a reasonable excuse for the delay, they are satisfied. It is the excessive competition among the employers more than any other thing that causes long hours, by leading them to take all the orders that come to them, regardless of the time required to execute them.

89. *Mrs. Gregory, Cambray Villa.*—I have been in the business for 40 years. Things are very different now from what they were when I married it. I have gone for a whole week on an emergency without ever going to bed. Now the girls complain if they have to work through one night. I think they are either much less strong than they used to be, or much more idle. My hours are from 8 A.M. to 10 P.M. generally, in April, May, and June, and October, November, and December; sometimes they work till 11, and now and then a little later on a mourning order perhaps, but not more than once in a fortnight or three weeks. Working from 8 to 11, I am sure, will hurt nobody in large airy rooms like mine. I have six in the house besides my two daughters; I do not choose to employ day-workers, at most do here.

90. *Miss Thomas, Promenade.*—I have only three residents, two apprentices and one paid hand; our day-workers vary from six to nine or ten. In the season we very rarely work longer than from 8 A.M. to 10 P.M.; it is very seldom that we work till 12. I have one machine; we do not use it for more than an hour or two in the day, but even that serves one or two extra hands. Our work-room unfortunately is on the basement and rather low pitched; although it is large, and we never have very many in it, and only three gas jets, it is often very hot. There certainly are inconveniences attached to having day-workers, but others are not to be had. I do not think, speaking of the business generally, that so

* One of them confirmed this without hesitation.—H.W.L.

many respectably connected girls are apprenticed to it, as there used to be 15 years ago; many now are taken without parental permission by persons in a small way of business; they live at their own homes, and give their work for nothing for some time after they have learned enough to be useful.

91. *Mrs. —*—My two daughters are now living in the house of a dress-maker at Cheltenham; they went there for improvement at first, and stayed for

more than a year afterwards at a small salary; there are seven altogether in the house, and they employ no day-workers; the number is far too small for the work; for the last two months they have never left off before 10 p.m., beginning at 9 a.m.; in May and June they always go on till 11 p.m., and sometimes till 12, and more than once till 2 a.m. on morning orders; they have no exercise except on Sunday, and have become so ill that they are going to leave, but because, I suppose, they are useful, the mistress refuses to give them any reference.

Dress-makers,
&c.
Cheltenham.
Mr. H.W. Lord.
6.

CHELTENHAM GENERAL HOSPITAL.

[92. By the kindness of Mr. Hartley, the resident surgeon, I was enabled to examine several young dress-makers who were patients in the hospital wards, and had worked in Cheltenham. One, who was suffering from disease of the kidneys, stated that her longest hours had been from 9 a.m. to 10 p.m. for May, June, and July; she thought herself weaker since she had taken to dress-making. A second had worked only from 9 a.m. to 9 p.m., but in a hot close room "underground." A third had begun soon after she was 12 years old, and at 16 had worked "from 8 a.m. to 11 p.m. three times a week" through the winter season (October to January), on other nights from 8 a.m. to 8 p.m. or 9 p.m. She always felt much more tired at her work now than she did for the first three or four years of it. There were three others besides herself where she worked. The evidence of the next I give in full.—H. W. L.]

93. *E.S.*—I began at 19 years old; before that I had been in service, but was not strong enough for it. I can manage dress-making from 8 to 8, but sometimes I have been obliged to work from 7 a.m. to 12 p.m. for three and four nights in one week; that knocks me up, it was doing so that sent me here this time; it does not happen week after week; one week perhaps we work only one night till 11 p.m. from 8 a.m., and for the rest only from 8 a.m. to 8 p.m., and then in the next come several late nights together. There were three or four living in the house where I worked, and eight or 10 day-workers. It is the night-work that is so bad; I can always do as much in one hour of the day as in two of the night. I have been in the hospital before this time. I am always better for a time, when I go back to work, until one of those weeks comes.

94. *R.E.*—I am 17; I was apprenticed at 15; there were five living where I was; we worked from 6 a.m. to 12 at night four or five times in one week, not every week, but more than once in the season. I left because I became so ill through it. Many suffer, I know, here in Cheltenham from the hours; those in the house are latest, and don't get the walk for their dinner; they have to eat their dinner too as fast as they can. In the winter, when they are busy, or if the weather is bad, many of the day-workers don't

go home, but bring their food; then they eat their dinner as fast as they can, and go on with their work directly.

95. *P.E.*—I have only been apprenticed since the beginning of last year. I am 16 nearly. I was an indoor apprentice; there were three of us, and one improved, and the mistress. We had to be in the work-room at 8 a.m., and might generally go out at 8 p.m. for a walk, if we liked; if we didn't, we sat in the work-room working till 11 p.m.; that was at our own work often. I was only there for five months, when my eyes got bad; they had never been bad before; they became so a day or two after I had been working for two whole nights on a morning order; we went to bed for an hour on the second morning, and then worked through the second night till 8 the next morning. I didn't go to bed then even; I might have, if I liked, but I didn't care to. On one other night also I worked all night. We were not usually very late. I was here for five weeks with my eyes before, and went back to work again, but now I have been here the second time for three weeks, and I don't know if I shall ever be able to do anything.

[The nurse and assistant both assured me that the last witness was to the best of their belief truthful and respectable, the nurse adding "and not much of a talker generally."]

96. *Mr. Thompson* (in the absence of Mr. Frobody, of Cavendish House) showed me the work-rooms, and enabled me, by inquiries of himself, the housekeeper, the first hand press-maker, and others employed on the premises, to obtain the following information.

The season, at which they feel most pressure in the dress-making department, is for about seven or eight weeks from Easter. In 1893 they had worked the five weeks consecutively at that time of the year from 8.30 a.m. to 11 p.m. on every night but Saturday. Upon this being stated to me, both Mr. Thompson and the housekeeper thought that there must be some mistake, as they considered the custom of working till 11 p.m. much less frequent, but upon further investigation the statement was fully corroborated. In the same season of the following year, however, the work had much less frequently been continued to so late an hour, although the amount of dress-making done was equal to that of the year before, the simple explanation being that in 1893 more hands were employed. For the last six months 9 p.m. had been the latest hour, and 8 p.m. frequent. The day-workers always had supper provided, when they stayed till 11 p.m.

At the time of my visit (February) only 13 milliners and dress-makers were employed, five of whom resided on the premises, two were apprentices; their full numbers were stated to be 28, but all the extra hands were day-workers. The make-up robes and skirts were all made out.

Mr. Thompson considered that, for those who lived in the house, half an hour's walk early in the morning enabled them to get through their day's work far better and more quickly, so that they could do in three hours what would take four if they had no exercise. His experience was that such a privilege was always appreciated; they could be trusted to return to the moment, and he was convinced that mutual confidence between employer and employed was the great thing needed.

97. One of the dress-makers, whom I questioned as to the hours of work there and elsewhere within her knowledge, stated that she had been at Cavendish House for 18 months; for 18 months before that she had resided at a first-rate establishment in Windsor, when the ordinary hours through the year were from 8.30 a.m. till 10 p.m., and frequently much later; at the end of her time there she had worked on a morn-

Miss Norton,
&c.

* This expression is always used by the girls of the basement, if any part of the window be below the level of the road.—H. W. L.

Dress-makers.
Rz.
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ing order for three successive nights, resting at intervals, but never going to bed; this had made her so ill that she was obliged to leave; she had, however, quite recovered, and was in very good health, when she spoke to me. All the other arrangements at Windsor, she said, were very good, and the fault of the excessive hours was wholly with the forewomen, and not with the principal, who, she said, constantly complained of it, but was told that it was necessary. Fifteen were employed there, all of whom resided in the house, none of the work being given out. They had no exercise there except on Sunday. During the 18 months of her stay there she had been out for a walk on only three week days.

98. *Mr. and Mrs. Smith, Brunswick House,* informed me that they were not liable to the variations of the Cheltenham seasons to any great extent, as they had a large country connexion; it was rare for any to be in their work-room after 9 p.m., and

though half-past 8 was the time for commencing in the morning, 9 a.m. was in fact more usual. On Saturday they always left off at 5 p.m. They had had twice in the last six months to go on as late as 12 at night, those being very extraordinary occasions, and those who did so had a day's holiday by way of reward. In summer-time the milliners frequently left at 6 or 5 p.m.

Three dress-makers and six milliners resided on the premises, the remainder in the work-room being day-workers. The bedrooms had in part of the house been re-arranged, so as to give separate beds and rooms to seven of those sleeping in the house. In one bedroom, which was large and airy, six usually slept.

Three machines were used here, which were found to diminish materially the labour of the dress-maker. Mrs. Smith stated that one of those who worked there, though rather a slow worker, could stitch a body in a quarter of an hour, which would take a hand-worker the whole day.

LEAMINGTON.

Leamington.

Prima.

99. *Mrs. Sweeting, Charendon Street.*—All who are in my work-room live in the house; they are 12 in number; I have no day-workers. Our hours are from 8 a.m. to 9 p.m., and in summer from 7 a.m. to 9 p.m. You may ask either of these young ladies any questions you please.

100. *Miss S.*—I am Mrs. Sweeting's first hand now; I have been with her for 10 years. This last season is the busiest we have had; we may possibly have worked for three nights in one week till 11 p.m., from 8 a.m., but that would be a very extraordinary thing. We don't go out in the week; I don't care to get up early for a walk; one on Sunday does for the whole week for me.

Two years ago I went up to London; I was in two houses there; I think another season there would have killed me. At the first we worked from 8 a.m. to 1 and 2 a.m. continually, that was near Portman Square; the hours at the second were even worse, that was across Oxford Street. I came back here last April; nothing shall induce me to go to a London house again; I feel quite worn now with an ordinary day's work; I never used to mind it at all before. I was 25, when I went. The rooms and the food were both very good in both places; nothing was bad but the hours.

101. *First Hand at Madame Laitie's, Fountain Villa.*—Our hours in the season are from half-past 7 nominally, but nearer 8 a.m., usually, till half-past 8 p.m.; we may perhaps work till 10 p.m. three times a week then, and as late as 11 p.m. three times in a month. The day-workers, however, never stay after 8 p.m., and come at 8 a.m.; there are eight of them, and four of us in the house. We have had indoor apprentices, but not now. An outside apprentice usually pays 3l., if she comes for one year only, and no premium if for two years.

I have worked at Bristol; their hours were later than any I know of here, but that was five years ago; I frequently worked two or three times a week from half-past 6 a.m. to midnight. The hours there are less now I understand; the air that has been made about the death of one or two overworked girls in different places has led to shorter hours. I should be sure to know, if any were very late here, for we have had workpeople from most houses in the town. I often get a walk, all of us now and then do.

102. *Miss Reeves (Russell Terrace).*—Fifteen years ago the hours used to be very bad in Leamington; where I then worked, we went on constantly from 3 and 4 a.m. to 9 p.m. I have not heard so much about it lately, so I hope it is less; but one mistress

has told me herself of her hands working till 1 and 2 a.m. not very long ago. My girls very seldom stay after 8 p.m., and from 8 a.m. to 9 p.m. is the very longest. I have only five or six, and they all go home. In fact I found I could not do with more, for I am my own first hand, and, as it is, I am often up till 12 and 1 a.m., preparing their work for them. If I had more hands, or kept them longer at work, it would necessitate my own working later, and I have had too much of long work in past times to do more than is necessary now. It is very wearisome work; none can tell how fatiguing dress-making is, until they have not heard after hour the whole day long for many days at it. Besides, the rooms become very close; I find even my own room, where we have so few, and plenty of space, with two windows, as you see, gets quite oppressive towards night.

The hours in Birmingham are still very late I fear. A young friend of mine, who is a first hand there, tells me she has been working from 8 or 9 a.m. to 4 and 5 a.m. nearly every night for four or five weeks before Christmas, and twice in that time the whole night through. She actually had to work till 5 on Christmas morning in order to get her little holiday.

103. *B.A.*—I was at Mrs. — for three weeks six weeks ago; she was short of hands, and I was not wanted here, where I am usually employed, so I went to her; five or six were working there; the usual hours were from 8 a.m. to 8.30 p.m., but we were several times much later; we worked twice till 1 a.m., and were not paid anything extra for it; she never kept her apprentices after 9 p.m.

104. *Miss Turner, Bertie Road.*—My own health has suffered too much from long hours to let me have anybody work late for me. We begin at 8 and leave off at 8; not more than once a month do we ever go on till 10 p.m., and rarely, even in the season, till 9. I have been in business for seven years; during the four years before that I had been at a house here, where we continually worked from 6 a.m. to 12 at night; but things are altogether better now. I should say that at the latest houses 8 a.m. to 11 p.m. would be the extreme. The girls have found, as I did, that their health gives way under such excessive hours as used to be, and won't stay. I have had as many as 10 working for me; and four of them in the house; but I only have two residing here now, and have not room for more. They usually contrive to have a walk twice a week. I have had to refuse an order, but generally have been able to get through my orders in the time I state, by getting every one to work a little harder than usual in the day.

105. *Mr. Bedford* (Messrs. Whitehouse & Bedford), Lower Parade.—The chief pressure for dress-makers in Leamington is during November, December, and January. Our longest hours are from 8 A.M. to 9 P.M., but we usually leave off at 8 P.M., even in the season. We have then 13 or 14 persons in our work-rooms; of them all live out of the house except the first and second hands; we never have more than three apprentices; they all live at home, and pay no premium; many are 16 or 17 years old before they are apprenticed, few, if any, under 15.

I do not think the hours in Leamington are long as a rule, for I am sure we should never have found the difficulty we have at times in getting hands, if other houses were generally much later than we are. I dare say others are later, but not to any great extent; probably a morning order or a ball may keep them till 10 P.M. now and then, but that will be the utmost. Most in Leamington are day-workers.

106. *Mr. Franklin*, Waterloo House.—We employ only mantle-makers as the premises. Sometimes only two or three, at other times 10 or 12; our average is six; some are under 18 years old; all live away from us. We have plenty of work from March to July, and again from October to December. Our hours then are from 8 A.M. to 8 P.M.; perhaps they may work twice a week till 11 P.M., and three times in a year till 1 A.M. We always pay for any overtime, and give them supper if they stay late. They earn 8s. a week on an average,

and machinists 10s. They have an hour for dinner, all go home for that; and about a quarter of an hour for tea, which we give them here. Most have very good health; we have had one or two delicate ones, but have always sent them home early.

Dress-makers,
do.
Leamington.
Mr. R.W. Leach.

107. *Mr. C. Pratt*, Higher Parade.—We have lately given up making dresses here, but for eight years we used to make them on the premises, and scarcely ever exceeded 8 A.M. to 8 P.M.; 9 P.M. was quite our latest; if we were pressed we worked harder in the day. I am sure that is quite long enough for any young woman to be sitting at work; those who are in our shop get quite tired enough in the summer between 8 A.M. and 8 P.M., I can assure you, and they are often nearly an hour after that, before they get fairly off; it would be a very good thing, if they could leave off an hour earlier. Still the hours in Leamington are not generally bad; the pay is the worst thing here; some give only 5s. 6d. and 6s. a week to their apprentices; we could get as many as we liked for 6s., merely because they know we had stated hours, and no overtime; we used to give our junior hands 6s., and the others 8s. and 10s.; all were day-workers. Those that live in the house are worst off here; in some places they work from 7 A.M. to 10 P.M., and haven't a really good meal all day, besides they haven't any exercise in the week. I don't say that that is general, but it ought not to be at all.

do.
Sick Messrs.
do.

BATH.

108. *Mr. Roberts*, Prince's Buildings, stated that in his opinion the hours of business were, as a rule, good throughout Bath; most of the dress-makers were day-workers. The Bath season used to be in time past like the London season, but that was not so now; even at the time of the fancy ball and other public balls the pressure was not much felt; 12 were employed on his premises, who never exceeded the usual 12 hours, with the hour and a half for meals. He stated that he was quite satisfied that there was no profit to be made out of the mere labor of making dresses, and that, but for the profit in supplying material, money would be actually lost in a first-class business in paying work-people alone, leaving nothing for the skill and taste of the milliner.

109. *Mr. Eyres* (of Messrs. M. & G. Eyres, Milcom Street,) informed me that the hours at their establishment were from 8 A.M. to 7 P.M. in winter and to 8 P.M. in summer, and that it was only on very rare occasions indeed that any work went on after that hour; about two-thirds were resident, but that was unusual in Bath.

110. In the absence of *Mrs. Sted*, Edgar Buildings, her sister stated that the usual hours in her dress-making business were from 8 A.M. to 8 P.M.; now and then in summer they would begin at 7 A.M. for the sake of leaving off an hour earlier. Working from 8 A.M. to 10 P.M. was an extreme case. On one Easter Monday they had worked for a fancy ball from

8 A.M. to 12 at night, a day which, she was sure, they would never forget, for all were so glad, when it was over. About 30 were employed, all day-workers or outdone apprentices; the latter paid a premium of £4 for three years, and received 1s., 2s., and 3s. a week in each successive year of their term.

Bath.
Private.

111. *Mrs. Deanning*, Farnham Buildings, employed six apprentices and three assistants, none of whom were resident. Her hours were from 8 A.M. to 8 P.M., except in the case of a morning order, which might happen three times a year. She had herself, as an apprentice in Bath, been called at 4 A.M., and worked on a cup of strong tea at 5 A.M. up to breakfast-time at 8, not leaving off till 10 P.M. for more than a month continuously. Such work, she thought, was not to be heard of anywhere in Bath now. She only wished that a higher price could be paid for the actual making of the dress, and the hours be reduced to 10, for she found 12 hours a day "very laborious at the best."

112. *Miss M.*—Had worked for several seasons at one of the most fashionable private houses in Bath. The usual hours were from 8.30 to 8.30; sometimes she had worked till 10 P.M. in the season, but never for every night in the week; occasionally, but very rarely, for one or two nights successively till 11 P.M.

[This account was confirmed by another, whose sister had been employed at the same house.]

our customers are not the market people, the carriers for the surrounding districts make that their day for coming to Bath. We often give skirts and cloth mantles out to be made.

A good day worker earns from 9s. to 11s. a week, the laundresses only 1s. a day. Many live but poorly, having for instance only bread and butter for dinner; they will often, if they have the opportunity, do some work on their own account after they get home, and in that way some work long, and being also ill find suffer in health. We have had two remarkable instances of day-workers who were certainly not healthy before, becoming quite strong after they had been residents in our house for a little time.

I often tell mothers, who bring their children to be

Sick Messrs.
do.

Dress-makers,
do.
and
Bath.
Mr. H. W. Leal.

apprenticed, that dress-making is great drudgery at the best of times, and so it is. Milliners' work is far lighter and better paid as well. We usually take our apprentices for two years with only a small premium or none at all; after their time is up we begin with 4s. 6d. or 5s. a week, and increase according to their capacity. We use machines, but the machinist prepares her own work, and is never working for long at her machine without a break.

[113a. One of the machinists told me that when she had been working for the full time rather hard she felt very tired indeed, but had not found her head or eyes suffer at all; she had worked a machine for several years.]

114. *Mrs. Barry, Milson Street*.—Employed eight residents and five day workers; her usual hours were from 8 A.M. to 6 P.M.; in May and June they were not infrequently as late as 10 P.M., but scarcely ever later. Home was solely a millinery business.

[115. From *Mrs. Jolly of Milson Street*, who gave me great assistance in my inquiry, I obtained information as to the hours of work and other matters, both in his own establishment, and generally in the town, which fully confirmed the foregoing accounts. All whom I asked, both employers and others, assured me that the work in Bath seldom exceeded the 12 hours in the day. One stated that the latest hours she knew of were at a milliner's, where two of her girls had worked from 8 A.M. to 11 P.M. for several nights a week for two months or more, but that, she was sure, was not

general. I was informed by several, who had very good opportunities of knowing, that those who took out mantles, &c., even for very good houses paid their work-people, young women of 18 and 20, as little as 3s. and 4s. a week for working from 9 A.M. to 9 P.M., with 1½ hours for meals.—H. W. L.]

116. *Mrs. Crowder, the mistress of the Blue Coat School, Bath*, informed me that 10 or 12 girls on an average were apprenticed every year from that institution, most of whom went to milliners or dress-makers. The number in the past year was 17; they were bound for a term of three years as outdoor apprentices, a premium of 8l. being paid with them. It was always stipulated that they should receive 1s. a week for the first year, 2s. for the second, and 3s. for the third; the majority of them went to service as ladies' maids or nursery maids, after the term was ended. The trustees generally obtained a promise from the employers that they should not have to work longer than 12 hours in the day, and she believed that that promise was generally observed, and that the hours in Bath generally were not longer than that. The annual gathering of old pupils at Christmas, at which every one of them, who conducted themselves well, were invited and made a point of attending, gave her special opportunities of hearing from time to time, if they were overworked or otherwise unkindly treated, but in 30 years she had had, she thought, scarcely half a dozen complaints. She thought that their health usually remained good during their apprenticeship; perhaps they might grow pale. At the last annual meeting of old pupils as many as 86 young men and 78 young women were present, and she was sure that this practice exercised a most beneficial influence, and that the education, which followed misconduct, was felt very keenly.

Bristol and
Clifton.
—
Preliminary.

BRISTOL AND CLIFTON.

117. *Mrs. Williams, Park Street, Bristol*.—The results of my long experience in the business of millinery and dress-making is, that it is much better for all concerned not to work late, and that in all but very extreme cases long hours may be avoided. I used to think and act otherwise. In times past I and those with me have frequently worked till 1 and 3 in the morning; indeed I attribute the loss of a dear sister entirely to our long hours of work, but in those days we thought it impossible to avoid it; now, however, we find that we can get through quite as much work between 9 A.M. and 9 P.M., if we begin at once and go on steadily and cheerfully, as if we were several hours longer over our work, but growing, as is generally the case, more and more listless and dispirited every minute. We give out our skirts and mantles. An ordinary skirt can be made, and made well, out of doors for 1s.; it would take the best part of a day: if there were much trimming, we should pay 1s. 6d. or 2s.

I have eight residents, and 12 or 13 more, who live at their own homes and come for the day; they are most of them apprentices, and are usually with me for a term of two years; after that time, if they have taken pains, they can obtain salaries of from 12l. to 30l. a year. I am very careful about food; we never have salt meat, and very rarely veal or pork, they have green vegetables, and rice especially.

118. *Mr. and Mrs. Casals, Park Street, Bristol*, informed me that they had the reputation of being as late as or even later than most milliners and dress-makers in the neighbourhood, and that the occasions on which they kept their hands at work longer than from 9 A.M. to 9 P.M. were not more than a dozen in the year. They said that all the work done in that time could easily be finished by 7 P.M., if the girls chose. As a rule, one who worked at home, would do in one day as much as she would in two on their premises. A girl, who took work home in the morning, would

frequently being in at 5 P.M., when she would be from 9 to 9 about in their work-rooms. They considered that a system of paying by the piece would be far more satisfactory both to the employer and to the girls themselves than that of salaries of 30l. and 40l. a year, and often more, which was usual in the business, but they had always shrank on proposing it that the girls would not adopt it. Most of their skirts and mantles were given out.

119. *Miss M.*—I was for a short time at a house in Bristol, where the milliners worked from 8 A.M. to 9 P.M. every night on more than three weeks, and twice or three times till 10 and 11; the dress-makers were frequently later, an hour later than the milliners; it was at the beginning of the winter. About eight lived in the house and 10 out; most of the out-door ones were apprentices. I left chiefly because of the living; few stay there more than six weeks or two months; the apprentices were very late on Saturdays, they often did not get home till Sunday morning.

120. *Mrs. Kingstone (Regent Place, Clifton)*, stated that they were busy for about four months, and then slack for two through the year. I had opportunities of speaking about to several of the girls employed here, and had from each of them a most satisfactory account of their hours and treatment. They stated that they began their work at 9 A.M. and only on very rare occasions worked later than 9 P.M., frequently leaving off before; they could recollect but one occasion of working till 11 P.M. in the last two years. Eight were resident, 14 or 15 day-workers; the latter were stated by one of the residents to be the oldest set of day-workers she had ever met with.

121. *Miss P.*—I was for 12 months at a house in Turbury; there were only four or five in the work-room both for milliners and dress-makers; that number was not half enough for the business. They went as

* I had this statement independently confirmed by an independent person.—H. W. L.

week after week from 8 A.M. to 11 and 12 at night; the room was very small. They used to come upstairs in the evening quite beaten with the work, and go into hysterics from exhaustion and the heat of the gas; they used to get quite dizzy with stooping over their work. This was only a year ago. I am now in Clifton and very comfortable. I do not think the boys are very late anywhere there, nor even in Bristol generally; one or two there have a bad reputation, but that is more for the bad living than long hours.

122. *Miss Jones* (at Mrs. Mathews', Mall Buildings, Clifton).—I have the management of Mrs. Mathews' business at Clifton, while she is in London. We have eight or nine residents. For six months in the year there is not much going on in Clifton. We consider our hours to be from 8.30 to 9.30; when we are busy we go on, as may be, till 10 P.M. for one or two nights in a week; and now and then perhaps as late as 11. We certainly do not work all the night through on a mourning order so often as once in six months. — I

123. *Mr. Brothers*, Northernhay Street, Exeter.—My wife has 22 in her employ. Our longest hours are in the summer; we begin then between 7 and 8 A.M., and go on till 9 P.M. We have not worked once in five years after 11 P.M. Things have changed in that respect even in the last 10 years; they used to begin much later in the morning, and so of course work later at night.

The introduction of the sewing machine has done away with the need of working as long as formerly. Mourning orders are not so very pressing, because we always have four or five days notice for them. It is the evening dresses, ordered, perhaps, only a day before, that make things go wrong. But I think the long hours, if anywhere in Exeter, are where only two or three are employed; they have not constant work for a larger number, and if suddenly pressed, do not like to, and perhaps cannot at the moment, get extra hands.

Apprentices who live in the town usually pay a small premium from 2*l.* to 5*l.*, and are bound for three years. Day-workers come from 7*l.* to 12*l.* a week. The first and second hands generally live in the house; a second hand has from 15*l.* to 20*l.* a year, and an assistant, if she lives in the house, about 12*l.*

126. *Miss Evans*.—We have 15 residents; there are apprentices; from 7 A.M. to 9 P.M. are our usual hours in the season; their hours are scarcely ever extended, except perhaps one or twice for an hour. All seem anxious to get up to London; I am afraid the girls there has too great charms for them. We have also 11 day-workers; their hours are less.

127. *Miss H.* (Bristol).—I have been a dress-maker at Exeter, and have had friends in different houses there; they are certainly better than we are here at Bristol and Clifton. At one house in particular, Mrs. —, where they have several in the house, they often used to work for several nights in a week from 5 A.M. to 10 P.M., and later, till 11 and 12 now and then; the day-workers did not stay usually much after 8; some were in-door apprentices, girls of 15. It is certainly too long for them; this has been so within the last three years.

128. *A. N.*, aged 18.—I am now working for myself; for two years I was an out-door apprentice, and assistant afterwards, in Exeter; there were seven or eight there. Our usual hours were 8 A.M. to 3 P.M., but for a month or six weeks each spring and fall we often were later. I should say about every other night we went on till 11 P.M. then. I have worked every night in a week till 11 P.M. from 8 A.M.; that did tire me, but I could manage every other night very well. Sometimes I have worked till 1 and 2

always give them half a day's rest, when they have been late.

129. *Mr. Spar*, Wine Street, Bristol.—Our numbers vary, but we do not employ more than about 12 in the workrooms; they are milliners and mantle makers, and do not reside here. Some earn 7*l.* 6*l.* and others 6*l.* a week, and they have their tea here. Their hours are from 8 A.M. to 7 P.M. for about three months, to 9 P.M. for four months, and to 8 P.M. for the rest of the year. We take out-door apprentices for a year or 18 months, giving them work in place of premium; they have no formal indenture.

134. *Mrs. Collins*, Superintendent of the Christian Women's Association, Bristol, told me that she was constantly brought into contact with girls, who worked at various milliners' and dress-makers' houses in Bristol and Clifton, and felt convinced that they very rarely worked for more than 12 hours a day even when busy.

EXETER.

A.M., but not more than twice in the season; that would be for a funeral order, most likely. We were paid 1*l.* on busy overtime, and 1*l.* a day for the regular day's work; so for work from 8 A.M. to 11 P.M. we had 16*l.*. The money was not so much an object to me, as I had a home to go to; those in the house sometimes were later than we; they were the first and second hands, who would be finishing or cutting out for next day; I don't think we were later than other people. I know that at Miss —, round the corner, where nine or ten are employed, they are quite as often as late as I used to be. It has done me no harm. The room was a very fine size.

129. *Miss D—*.—Dress-makers' hours in Exeter are from 8 A.M. to 9 P.M. usually; but for two months in spring and six weeks at the end of autumn they are longer. You need not fear that the persons who told you she worked at least every other night in the season from 8 A.M. to 11 P.M. was exaggerating. I don't call from 8 A.M. to 11 P.M. late for the season; 12 and 1 P.M. is; that does not often happen; but hundreds work as long as from 8 to 11, especially among the small people, who have only two or three to help, and in some of the best places, where there is a good connexion.

No doubt they are often up half the night at making dresses, but that will be making their own dresses at home. Very few of the apprentices or of the others live on the premises. They are usually bound for three years, and pay a very small premium, or none. Many are paid only 3*l.* a week for the first year after they are out of their time.

[The above witness quite laughed at my doubting the hours of work in the season being frequently so long as from 8 A.M. to 11 P.M.]

130. *Miss —*, at Mrs. Treadwell's.—I call nothing late till after midnight; 8 A.M. to 11 P.M. is nothing. I don't mean that we ever work so late as that even with Mrs. Treadwell, for we have no cause for it. But at Ipswich, for instance, where I was apprenticed, there were dress-makers, who used to go on till 1 and 2 A.M.; the apprentices as long as any. The fault was in having just one first hand, and all the rest apprentices, without any second hands or assistants, so that the first hand, instead of only supervising and cutting out, spent half her time in working herself or making up the bad work of the apprentices.

I never worked late in Ipswich, but I have in London. Indeed, I left London in consequence. I have no doubt that the mere length of hours there injured the health. I am very well here, but there I suffered considerably. It is partly the girls' own fault for submitting to it; they should make it a part of the

Dress-makers,
&c.

Bristol and
Clifton.

Mr. H. W. Lamb.

c.

Exeter.

Private.

Dress-makers, &c.
—
Exeter.
—
Mr. H. W. Lort.

agreement from the first not to work beyond a certain time.

Other things, too, are often uncomfortable in London; but in Exeter, and in Ipswich too, I think the work-rooms are good, and the girls are well treated.

[131. An apprentice, a native of Exeter, confirmed this statement, and added that she thought that working from 8 a.m. to 11 p.m. though frequent, was not the rule even in the season in Exeter.]

132. *Mrs. Brown, Silk Mercer, Queen Street, Exeter.*—Our hours are from 9 to 7.30 in the winter, and from 8.30 to 8 in the summer; we don't work an hour later half a dozen times a year, yet I believe we have turned out as much in a given time as any one in this town. However, I do not think that any are very late here; there is no pressure from visitors, and the orders of residents here and in the country round are pressing only on occasions like the race ball, next

week; perhaps there are one or two more in each season. Saturday is not a busy night.

We have two seasons, one from September to November, the other from May to July, each a little over two months; eight or nine years ago we used often to have work go on till 11 and 12 p.m.; that was wholly the fault of a first hand, who would never give the work out till about 4 in the afternoon.

We employ from 14 to 20 persons on the premises. In millinery and dress and stay making; all live elsewhere; only four or five of the young ladies in the shop-room live on the premises.

In businesses of the higher class here apprentices pay a premium of £25, or 30*l.* for three years, and have their meals in the house, but sleep at home; in those of a lower class they pay a small premium or not any, and give their work for six months or so for nothing; but there is no rule about it, and much depends on the circumstances of the parent and the ability of the apprentices.

Torquay.

TORQUAY.

133. *Mr. Bate, Silk Mercer, the Strand.*—There is very little pressure on dress-makers here except just for a night, perhaps, once or twice in the season, or for a mourning order. I believe I employ more than any person in my work-rooms, with one exception. I have 14; they do not live in the house.

Though the Torquay season begins in November, there is no pressure in dress-making till February; for about two months at that time our hours are at the utmost from 8 a.m. to 9 p.m. I have been here in

business for three years and a half, and in that time we have only once worked till 12. I do not think that the others are later than we.*

134. *Miss T.*—I was for three years at Miss A.'s, a private house, as an apprentice; we were all well treated. The hours there were about the same as here, 8 to 8; we never worked after 10, and seldom so late. There were 22 there; if we were pressed, more hands were taken; we had sometimes 28. We rarely all lived out of the house.

PLYMOUTH.

Plymouth.
—
Silk Mercers,
&c.

135. *Mr. W. Radford, Bedford Street.*—I employ about 30 persons in my work-rooms in making millinery, mantles, dresses, and ladies' out-fittings. I have taken to dress-making only within the last five years, having been, like so many other drapers and silk-mercers, driven into it, as it were, through the private dress-makers objecting to make up any materials for ladies but what they supplied themselves.

I suppose that I have more employed and more work turned out on my premises than any one in the town in the best class of business, but long hours of work do not occur with us, nor anywhere else in Plymouth. I am confident that if you went from house to house through the whole trade here you would find all much the same as mine, except that they are on a smaller scale; in the private houses only five or six will be employed.

Our hours are from 9 a.m. to 7 p.m. in the winter, and to 8 p.m. in the summer; those who live off the premises, of whom the majority consist, vary rarely say later; the four or five who live in the house, the manager and first and second hands that is, work a little later if we are particularly pressed; just now, for instance, we have five mourning orders and a large ball coming off soon; they have for the last two or three days worked from 9 a.m. to 10 p.m., but that is quite an exceptional state of things, and the milliners have never worked longer than usual. You may depend on it that if there are any places where they work longer than we do, they will be small places where only two or three are employed.

We have four or five apprentices who live out of the house, paying 5*l.* premium for three years; they always leave an hour earlier than the rest, 7 p.m. in summer and 6 now, and wait for their tea till they get home; the others have the usual half-hour for that meal. For seven or eight of the outsider hands I provide dinner as well as tea and pay 10*s.* a week; they would always be the ones to stay later, if any special occasion required it. When we are pressed we have extra hands, two in the out-fitting and four or five in the dress-making departments.

There is a plentiful supply of water, with water-closets and other conveniences. They are almost too

fond of air; I often tell them they will catch their deaths of cold sitting with the windows open, but they say they like it.

[The whole of the arrangements of this establishment were very satisfactory. Mr. Radford, who took especial pains to assist me in my inquiry, gave me material confirmation of his own views as to the hours of work, by requesting his manager and first hands to obtain from the young ladies in his work-rooms their own opinion and experience in the matter.]

136. *Miss Johnson, at Mr. Chigwell's, Union Street.*—I am quite sure there is no very long work in Plymouth; the difficulty is to get them to work enough. It is the same with dress-makers as with out-fitters. The machine ought to have lessened the hours of work everywhere, for it is very generally used. I know one dress-maker who used to have 10 or 12 hands, and now, through having a machine, gets the same done with four or five. London is the place for hard work for dress-makers. All that have had any experience of it complain bitterly of it when they come back again, and not only of the hours, but of the want of comfort. Two are in my mind just now; one, who had been very well in Plymouth, was utterly broken down by one season there. She was in a fashionable house near — Square. She has told me that they were called at 5 every morning and never went to bed till 12 at night; never went for a walk in the week at all. She is living in the country with her friends; she could not go back to dress-making. The other is still in business in the neighbourhood. What she said was much the same. We advised her, because she was not succeeding here, to go back to her former employer in London, but she said she could not endure it a second time. Both these are young women. I have known some comfortable in London houses, but even they have not liked their hours.

* See No. 121 supra.—E. W. L.

127. *Miss May, Saint Aubyn Street, Devonport.*—I am sure there are no late hours to speak of among dress-makers in Devonport; hours are from 8 A.M. to 7 P.M. in winter and 9 P.M. in summer. Now and then we may go on till 10 P.M., but that does not happen more than half a dozen times a year. I have been in business for 12 years, and have worked only once all night in that time. I then resolved never to do it again. I have four or five

working for me; they are most of them apprentices. If they come for 18 months they pay a small premium, 2L or 3L, but generally their parents prefer them to come for two years and pay none; not so much to save the money, as because what they learn in the last six months is worth so much more. I have seen girls here taking home bundles, which looked like dresses, on Sunday morning, but I think they must be out-workers.

Dress-makers,
Ac.
Plymouth.
Mr. H. W. Lord.
Private.
c.

PORTSEA.

128. *Mr. H. Turner, Queen Street.*—We have taken up dress-making for the last three years. Five only live in the house; the rest, 24 in number, only come for the day; our hours are from 9 A.M. to 8 P.M.; they have an hour and a half for their meals out of that; many live a mile and a half off, and have the walk, which is very good for them. There is a dining-room for those who prefer bringing their food here; both milliners, and dress and mantle makers do so; five are milliners. If we are pressed, we take on four or five more out-workers. Those who live in the house have a sitting-room. They often go out for a walk on a summer evening, and as for treating them, my opinion is that not treating them is the worst way of making it impossible to trust them. They have a trip to the Isle of Wight sometimes. There is no reason here in the fashionable sense of the word. We pay our machinists 12s. a week.

129. *Mr. Davies, Landport.*—We employ 24 on the premises, and about 40 out in millinery and mantles; our hours are from 8.30 or 9 A.M. to 7 P.M. now, and an hour later in summer. All have a half holiday once a week, not on the same

day; only two of those in our work-room reside on the premises; all our residents have a fortnight's holiday each year. I am sure that they are all very susceptible of kind and generous treatment; it creates an interest in their work. Most of the drapers' shops here used to remain open till 11 or 12 on Saturday nights, but now they are earlier, nine closes at 8. Two of our mantle-makers employ from 10 to 16 hands on their own premises, but their hours are not long, 8 A.M. to 6 P.M., and till 8 P.M. perhaps once a month. In fact, long hours are not used now in any establishment of milliners and dress-makers in this district.

130. *Miss Weeks.*—From what I know of other places I should say that the usual hours out of the season are from 8 A.M. to 5 P.M. and to 9 P.M. in the season; there are two seasons, spring and autumn. They say occasionally work till 10 and 11 P.M., and now and then on a mourning order all night, still such hours would not occur day after day. I think that even such occasional exceptions are frequently unnecessary, and I believe that we get through quite as much work in our regular hours by keeping to it, while we have it to do.

Portsea.
Silk Makers,
Ac.

RYDE.

141. *Miss L.—, Union Street.*—Our season in Ryde is from June to October, a little over three months, but we are never much pressed. Then we breakfast at 8 A.M. and sup at 9 P.M., and between those hours all our work is done, except on very rare occasions. At this time of the year we clear at 8 P.M. The same is, I should say, the case with the other dress-making and millinery businesses here of the same class as mine. We may now and then have to be half an hour or so later, and on a mourning order, or something very pressing, may work after supper till 11 P.M., and we have worked till 12 or 1 A.M. once or twice in a way perhaps; but as a rule we do not work after half-past 9 P.M. or so half a dozen times a year.

I have eight in the house with me, one first hand dress-maker and one milliner; the others are apprentices from 15 to 18 years old; they pay a premium of 95L, and stay for three years. I have also three or four out-door apprentices, but no other hands out of the house. They are all daughters of highly respectable persons, tradesmen and others.

When their time is up, they generally seek to better themselves in some other place. Several have gone from me to fashionable London houses; they have generally come home again "quite sick," as one of them said just lately, "of London hours and habits." One very fine girl, who was quite observed here for her good looks and health, left me as "better herself" as she thought, poor girl, in a London West End house, but before her 12 months were ended, she had broken down, and very soon after she died of consumption. The underground arrangements there were very bad,—I do not mean work-rooms or sleeping-rooms;—they were complained of by many as being most offensive; the young ladies avoided

them as much as they could—the drainage and such things.

In too many such houses there is not enough done to make them decently comfortable. Of course that can be managed much more easily where the numbers are small, as mine are; but at least they might have sufficient supply of water and washing apparatus, instead of having three or four to take their turn at a tap and an oven, as I know to have been the case.

It is the neglect of little things that makes the difference. In one of the large French houses in London not long ago, only a person was washed round for them all to drink from at dinner. That is not nice; for they have, many of them, been used to very different treatment at home. Another important thing, which is almost totally lost sight of, is the giving them a little pleasant variety of food, and especially vegetables. I am sure from my own experience that potatoes day after day do not suit them, they quite turn away from them; and I am sure that a little attention to securing trifles like these is very fully repaid by the interest they take in their work, and the spirit with which they get through it.

I understand their complaints well, for I went through more in my day as an apprentice in London than they have to do now. Things are improved, but they might still be better than they are. The girls ought to be more independent, and refuse to submit to such things. Perhaps they are becoming so. I know they all prefer working, where there is a shop, to being employed in private houses. Some are rather too independent; one would not take a very good offer at a neighbor's of mine the other day, because she would be expected to work after 7 P.M.

Ryde.
Private.

BRIGHTON.

142. *Mr. Hilson, Manager of Mantle Department at Messrs. Hannington's.*

There are two seasons in the dress-making and mantle business at Brighton, which last for between

three and four months each, from September to December, and from March to June. We are probably more idle than any one in the town to suffer from the pressure of sudden orders during those

Brighton.
Silk Makers,
Ac.

Dress-makers,
do.
Brighton.
Mr H.W. Lord.
c.

times, but we meet them partly by taking on more hands, and partly by giving out more work. None of our work-women, except one forewoman, reside on the premises. Our hours are from 8 A.M. to 8 P.M., with an hour and a half for meals. These are our hours all the year round, but in the season we have about 80, while in the slack months we have only 40 or so working here. The same is probably the case with those who take our skirts or mantles to do at their own houses; they will perhaps have work for only two or three out of the season, but when we and everybody else are busy, they will employ half a dozen or a dozen. We give work out to some 10 or 12; of course it is much easier for each of them to get two or three extra hands, when they want them, than for us to get 20 or 30; at all events that is so in a place like Brighton, where no registration office exists.

No doubt we do occasionally exceed those hours, but only to a trifling extent and on rare occasions. It is on Saturday nights chiefly that we do so; things required for the Sunday are often ordered very late, but the first of their having to be delivered before people go to bed is a practical limit in that respect, so that 10 P.M. will be the latest, and only a few will stay so late as that. Taking the year round we leave off on an average at 7 P.M. on Saturday, because when we are slack, we let them go at 5 P.M. to make up for their staying later at other times. We do not pay them extra on the occasions of their working after 8 P.M.; they are so rare, and so fully made up to them, that it is never thought of. I believe that Saturday is generally a late night in Brighton; the average would probably be later than ours.

Our chief work besides mantles is evening and dinner dresses; we have not gone into ball dresses as yet, but I do not think that the balls in Brighton are likely to produce any extraordinary pressure on those who work them here; and so far as my own experience and that of those who are now in our employ, extend, long and late hours are not frequent here. The hours of work have no doubt been much reduced in the last 12 or 20 years. Probably the example set by our establishment has had a considerable effect in that particular; for we employ more than any four or five others, and consequently, if the girls think themselves over-worked elsewhere, they begin to grumble and say that they will leave, and go to us, where the hours are less.

I cannot myself at all understand the need for very long hours as a system, and am sure it is a very bad one; for, besides being injurious to the health of the girls, as no doubt it is, you can never get so much out of them the next day, so that when it comes day after day you do not get as much as if they worked a shorter time. A great deal of it I believe to be caused by not putting the orders in hand at once. We make in the season on the premises about 200 mantles a week, all to order, and certainly have not above three days' notice on an average.

There are very few milliners' or dress-makers' houses in Brighton, where more than three or four of the work-people live on the premises; so far as I know there is no piece work. The day-workers' wages average 9s. a week, both in mantle and in dress-making. They always have tea given; most go home for dinner. In the slack season they are scattered about a good deal, but most come back to us as the busy time returns.

We have five or six little girls of 13 to 16 years old; they are not regularly bound apprentices, but they assist in little things and pick up something by degrees; at first they will merely run about, and perhaps are put at a table next to some experienced hand, and do the tacking of heading; they pay no premium; as soon as they are able to earn anything we pay them a little—2s. 6d. a week to begin with.

Mantle-makers work only from 9 A.M. to 7 P.M., and have higher wages; they are all comparatively young,—from 17 to 27 or so,—and usually the quickest and cleverest. It is quite a mistake to think that

machines have reduced the number of hands. They enable us to put very much more work into a clock without increasing the price, as we should have to do if it had all to be done by hand; but in fact we should never have dreamed of doing by hand much of what we now do by machine. So much more superficial ornamental work is expected now, which was never looked for, until they were used, and what with the preparatory work of fixing and tacking, and the final work of trimming and finishing, four or five hand workers are always employed for each machine. Even in the hemming there is more work put in by the machine than there used to be by hand, and similarly quilted linings and such things are much more generally used.

Their health is good; they are seldom absent from work for more than half a day now and then; that is generally said to be a sick headache, but, as our forewoman says, it usually means either a bonnet or a dress to make at home, or a little dissipation over night. They are usually very well in the intervals.

We try, and I think succeed tolerably well, to have none but well conducted respectable girls in our employ. Perhaps our greatest safeguard is in the girls themselves, for, if any improper character were to get into the work-room, they would be sure to take means to let the forewoman know and get her out again.

143. Mrs. —, mantle maker. — The hours in Brighton are not very long, even at the fashionable dress-makers'. Where they work longest is at places just below the first class houses. At one of that kind a relative of mine worked a short time ago from 9 A.M. till 11 and 12 P.M. for some weeks. They had a good business all the year round. There were a few residents; my relative was a day-worker. Her health suffered so much that she left, and went to mantle-making. Everybody remarked how much better she was after she had been at that for a few months. It was all the hours of work with her, because the work-room at the dress-makers' was a very nice one, and everything else was comfortable.

[144. A dress-maker and milliner who has an extensive business in Brighton gave me the following information:—]

It is the exception, I believe, for either milliners or dress-makers in Brighton to have more than three or four residents; a first hand and an apprentice or two at the most. Some come down from London and stay in the home only for the season, but no one would have more than one or two such.

I never allow any work after half-past nine at night in the season. You may be quite satisfied that from 8 A.M. to 8.30, or 10 P.M. are the extreme of our season work in Brighton, except on very extraordinary occasions, and work will often be over by 8.30 and 9 P.M. In my opinion, long hours are usually owing as much to a want of system in mistresses as to anything; they often neglect to put their orders in hand at once, and stay in their show-rooms instead of personally attending as much as they can to the work-rooms.

Girls often come down to us from London thoroughly prostrated by their work in the season there; they hope to recruit themselves by the air here, and do so, but at our expense sometimes. There is now a young lady from a fashionable London house, who has had a situation all this autumn in Brighton, and she has never been able to get up once to breakfast, since she has been here.

One great mistake some employers make is to keep girls at their work for certain fixed hours, whether there is work to do or not, merely because it is the rule of the house. Nothing is, I believe, more dispiriting to them. They work with twice the energy when there is need for it, if they have some relaxation at other times.

I am quite sure that any system of inspection would

result in our employing only day-workers as a general rule. I should, as it is, very much prefer to do so, if I could get the class of girls that I want; but at present these whom it suits us to employ as first and

second hands will not come to us, unless they can live in the house. This is much more widely applicable to London business, where so many more reside on the premises.

Dress-makers,
&c.
Brighton.

Mr. H.W. Lord.

G.

143. I also visited several other millinery and dress-making establishments, including those of Mrs. Ade, Miss Arnould, Madame Déry, Mrs. Henderson, Miss Jordan, Madame Meccier, Mr. Ponce, and others, and had in all cases interviews with the principals or their representatives. From my conversation with them, and with young persons who had worked for some of them, and others, it appeared that the usual hours of work in the season were from 8.30 A.M. to 8.30 P.M.; working beyond the 12 hours being of rare occurrence, except on Saturdays, when an extra hour was not unusual, and very seldom reaching to the extent of two hours' overtime. Once or twice in some seasons some had been at work from 8.30 A.M. to 12 P.M.; in one house they considered that the work was continued for about 10 nights in the season till about 11 P.M. from 8.30 A.M., but only a portion of those employed would be sitting up on each night, and not for more than two nights consecutively. Occasional had arisen on which work had been continued throughout an establishment till a very late hour, as, for instance, at the time of the death of the late Prince Consort, when the mourning orders had at one house kept all at work from 8.30 A.M. till 2 the next morning for one night, and till past 12 for the night preceding; but such work was altogether exceptional.

Some of the work-rooms were overcrowded and very insufficiently provided with means of ventilation, the cubic feet of air for each person in one of the largest being only 120, and this without any contrivance beyond the ordinary doors, windows, and chimneys, for letting fresh air enter or foul air escape. In another work-room, of a person in a smaller way of business, the cubic feet per head were under 112, when the room had 11, its full complement of workpeople in busy times. Here, there were one door, one window, and one chimney; everything, however, was very clean, and the proprietress, of whom I had from an unexceptionable source a high character for kindness and liberal treatment, quite unconscious, from pure ignorance, of any shortcoming in respect of ventilation, showed me her room with a pride in every other particular quite justifiable.—H. W. L.]

HASTINGS.

Hastings.

Miss Moore,
&c.

146. Mr. Turner, Castle Street, Hastings.—The best season in Hastings is from about September to Easter, four or five months; but there is no pressure anywhere of a serious kind. We are not so much in the dress-making business, as in the millinery and mantles, but it is not likely that long hours would go on even in private dress-makers' establishments without our knowing it. Our own hours are from 8.30 A.M. to 7 P.M. or 8 P.M. sometimes. I have just learned that from 8 A.M. to 9 P.M. would be the latest even at a private house, where they have the greatest drive from business pressure, except perhaps they may be a little later on Saturday. Two of my present hands were there for four years; 10 or a dozen, they tell me, are the most employed there, and that is the largest in the town. I was prepared to find the hours longer there, for these girls complained of them, when they came to me, but you hear what it amounts to. I should say that no one here has more than 20 in their work-rooms; we never exceed 16.

We can't get apprentices; we have had but one in the last five years, she was an out-door apprentice. We have at one time advertised by bills for three months, and had no application. They can in fact do better in other occupations here, and they know it. The milliners are rather superior as a class to the dress-makers; they have 10s. a week and their dinner and tea; the dress-makers have 8s. and 9s. and their tea only; the average rate of wage for them will be 7s. 6d. We are obliged to keep them on through the dull time for fear of not getting them in the busy season, when they are wanted. There are only a few millinery and dress-making establishments at St. Leonard's; they would not be so liable even as those in Hastings to work late.

147. Mr. Spencer, High Street, Hastings.—Our seven lasts about six weeks twice a year, in May and in October; our hours then are from 8.30 A.M. to 8 P.M.; we were not later than 8 P.M. all this last season; between seasons they leave at 7 or 7.30. We have 20 milliners and dress-makers now, only four of whom are residents; the apprentices all live at home and go home to dinner; we have nine of

them. They are usually apprenticed at 12 or 14 years old, for two years, without premium.

Improvers and assistants are as a rule boarded but not lodged; a good dress-maker will have 1s. 6d. a day and her board, dinner and tea that is. We take two or three extra out-door hands in the season.

In the work-room we are not more than an hour later on Saturday than on other nights, and even that is not usual.

[148. The following information was given me by two highly respectable and trustworthy persons who wished me not to mention their names:—]

Most dress-makers in Hastings are day-workers; there are not usually more than 5 to 10 in one place. Their latest time is half-past 9 or 10 at night, from 8 or 8.30 in the morning. Their mothers complain of their having to come home so late; that is on Saturday more especially; now and then they may be a little later, but it is rare. The early closing movement is not as well observed in the town as it was when Mr. Pittor, the present Secretary of the Association in London, was here.

The girls are generally kindly treated, and have good work-rooms. There was one case to the contrary, so far as the work-room is concerned. It was a long narrow low-pitched out-building, very cold in winter and very hot in summer; in some parts the tap could be touched with your hand,—a girl's hand, that is to say,—as you stood on the floor. They were much too closely packed at times, and were always leaving ill; they suffered from bronchitis and consumption. We have peculiar means of knowing this to be true. All else there, food and treatment, was good. The above case, no doubt, is quite exceptional; whether it is so still I do not know; it was so two years ago.

[I visited the establishment where this state of things was said to have existed, but found the room had been for some time used for other purposes, and that the present work-rooms were unobjectionable.]

SWANSEA, SOUTHAMPTON, DOVER.

Swansea,
Southampton,
Dover.

149. Miss K. (Bristol).—I was at a draper's at Swansea, where they made millinery and mantles on the premises; there were too few for the work; they

used to be at it for weeks and weeks from 8 A.M. till 11 and 12 at night for most, if not for all, the nights of the week; they were often very late on Saturdays.

Dress-makers,
do
Swanton,
Southampton,
Dover.
Mr. H. W. Lord.
c.

I have information of them to within three months of this time; they have not altered; the apprentices were as late as the others.

130. *Mias* — (at Mr. Mitchell's, London).—I have worked at Southampton in millinery houses; the busiest months there are May and June; the usual hours there are from 9 A.M. to 9 P.M.; the longest I ever worked was from 8 A.M. to 11 P.M.; that happened three or four times in the two months.

[The following witness, who had recently given up a first-rate and long established business in a fashionable watering place as a private dress-maker, desired that her name should not appear.]

132. *Mias* — I believe that I always went on a different principle to most people, where I resided on my business, and as it might be thought that I was setting myself up to teach them, I had rather not have my name mentioned. There was a time years ago, when I worked late, as all dress-makers did in —, and elsewhere too; I believe that now the hours are much shorter there than they were, but for the 10 years previous to my retiring I think my hours were shorter than most, though my business was one of the best, and this is the way I managed.

I never employed day-workers, and never had more than 10, sometimes 7 or 8, living in my house, but I always gave out the whole of my plain sewing, skirts, cloaks, &c., mourning as well as others, and even had my trimmings made by the smaller dress-makers in the place, whom I knew to be respectable, and good workwomen; very much of my millinery I used to have constantly sent down in large cases from London, so that, in fact, London and — were my assistants. By these means I kept my hours down to 12

The drapers there are late on Saturdays, not only in the shop, but the work-rooms; I mean by late about 10. they are not later than 8 usually.

131. *Mias* — (at Mr. Mitchell's).—I have worked at milliners in Dover; they are busy there from October to April; but seldom much after 7 P.M. from 8.30 A.M.; now and then they worked till 9, or perhaps, 10; that is the very latest.

In the day from 9 A.M. to 9 P.M., but I could not have got through one quarter of the work I did in any other way. In the months of April, May, and November we did, I should say, work until 10 and 11 often, but not continually, and never after 11, except, perhaps, for a very extraordinary mourning order; that sometimes makes it necessary to work all night; I had not done so for the three years before I retired. In October 1863 I had a large mourning order for ladies, who were to attend a funeral; I had at that time another mourning and a wedding order in hand; so I had to refuse the second mourning; but those ladies still came to me. Other orders I have often refused, but have, I think, but very few, if any, by doing so.

I should say that in a good dress-making business you might fairly expect to have to sit up for all or night every six months on a pressing mourning order.

My young people were really like my own family, for the most affectionate feeling always existed between us. I am afraid I spoiled them at last, for I used to have letters from those who left me, complaining of the work in other places, which was entirely no matter, indeed not nearly so much, as I had undergone as a young woman, but I was always blessed with very good health.

MANTLE MAKERS, LONDON.

133. Mr. PUTT, 1, DUKE STREET, PORTLAND PLACE.

Mantle Makers.
London.

I have for many years taken out the mantle-making for several large firms at the West End. My business includes the making of jackets and other similar articles of ladies' apparel. There are many other employers of labour in this business at this end of London; I dare say that they employ more than a thousand persons, all of whom with a few exceptions are women. There are also great numbers similarly employed in the City for wholesale houses.

The workpeople do not reside on the premises, but are day-workers. I pay by the piece, but usually in this part of London they are still paid by the day. When I commenced in 1861, I found the average weekly wages of a day-worker to be 3s. I wished always to have the best hands, and began by giving 12s. a week; but that did not answer, so I adopted a system of piece work, calculating from my own practical knowledge of the work that a fair average worker might earn 3s. a day if she liked. My general principle is to give two-thirds of what I receive. You shall see the result for yourself; here are the wage books of some ten or a dozen of them. Here is one woman of 45 who earns 13s. on an average; another, who has a learner to help her, is earning 25s., a portion of that goes to the learner. This one is our fastest worker; she earns 12s. 6d. by herself; her age is about 30. Most of them work two together, earning as you see from 17s. to 17s. 18s. and 21s. between them. I was obliged to adopt the system of piecework working together in order to make payment by the piece succeed. When payment is by the day, my number one at any time be put upon a particular job that requires to be finished at once; but that would involve endless complications in payment for piece work, so I adopted this as the best thing I could do to ensure the pressing orders being got out of hand quickly. I always make two, who are equal workmen go together. They have to provide their own sewing, thread, &c., out of their earnings; that averages from 6d. to 1s. a week. Plenty come here to work who don't earn 1s. a day. I don't let them stay long, you may

be sure. Some are really ignorant and useless, they can't work fast or work. I have tried to teach some myself, but they "are not going to be taught by a man," they say. Others come merely as a blind, were curing how much they can by their needle; they have other ways of getting their living. Why, I have been accosted at night on the pavement by some of them within a week of my discharging them. There is the greatest difficulty to get good hands, surely 1 in 10 is worth keeping; some come with a double knock and a well and parrot, who cannot hem a pocket handkerchief; but by a real good honest industrious woman as good a week's wage can be earned at work, as at any work in London. Here are two who earned over a pound last week at quite common work. Some have put by, and even lent out money at interest.

My number varies from 20 to 35 according to the time of year. We have two seasons, each of about three months, from April to June, and from September to November. Some are constantly employed by me, some work here for a season, and never come again; many migrate like birds of passage from the City to our end of town and back again; for their busy season is much of it in our dull time.

Very few are under 20 years old. I should say young ones would not have enough stuff in them for me, would not "mean work," that is to say, so as to work fast enough, and well enough, for my purpose. Most of those who work for me have been driven by some unforeseen necessity to do so, widows, orphans, or wives forsaken by their husbands.

I do all my cutting out myself. Others have several workwomen and cutters out, so they can employ more hands than I; several have 50 or 60. I believe Machines are not used so much by those who make for the retail trade in the West End. They are useful for such work as the binding of waterproof cloaks; but for most of our superior work we could do very well without them. I have two, but only one is in use. They do very well for the country trade and the

dressing shops. All that we want there, for is just to do the laundry part, the common stitching, for the workpeople.

Our hours are from 8 to 8; they very seldom stay later, and often don't come much before 9 a.m. They wouldn't come till 11, if I did not make them, and they would burn the gas on till 10 or 11 at night. But in our good fine work more can be done in an hour of daylight than an hour and a half of gas-light. The machinist leaves at 7 p.m.

The only thing their health suffers from is cold and rheumatism; they are obliged to leave the work-rooms

very often, 10 and 20 times a day, to fetch their iron or to take their work to the machine, and for one thing or another, and so get into draughts in the passage.

I make no fixed charge or deduction for the help which the machine gives them. I pay them less for their work according to my view of the value of it in each case.

[163a. The machinist, who had worked for four years, told me that her eyes were not in any way affected by the work, and that her health was very good.]

MR. KENT, PIEROT SQUARE.

164. Miss S—, forewoman.—Our hours are from 8.30 a.m. to 8 p.m., on Saturdays work is over at 4 p.m.; the average wages 10s. or 12s. with tea. I think that the same system is very generally followed among all machine-makers for West End houses. In all but a few cases they pay by the week and not by the piece. I think payment by the week is better; it is not so driving as piece work, besides which piece workers have often to wait so much longer in the morning for their work, and consequently have to work later at it to gain a living; they do not stay later in their work-rooms, but take it home after hours.

The times of pressure occur twice in the year, in early spring and autumn, and last for about two months each time. Most machine-makers take on more hands then, twice as many as they have in the slack time; we have certainly more than twice as many in those four months than at other times. By that means we are enabled to let them go always at the usual hour, 8 p.m., or a little after. We have about 40 in those times, all are day-workers. I do not think that any who work for machine-makers live on the premises.

Where they don't take on so many extra hands, those whom they have must work later; they will not usually stay, but take two or three hours' work home with them; that is not at all uncommon in the season. It is far better than going home through the streets late at night.

As we get slack, dress-makers get very busy; so most of the good workers who are not kept on by machine-makers find employment for perhaps two months more at that. What becomes of the rest, if they have no home to go to, I cannot say.

Machine-makers sometimes take out-door apprentices, they are generally bound for two years at about 14; we have had them as young as 12. We pay them from the first 2s. 6d. a week, and take no premium. After their time is up, if they stay, we give 8s. a week for the first three months, and 9s. for the next three or 6 months; and then they will earn the regular wages. All are not so well off as to the premium and wages during the term as ours are.

Machinists are not specially apprenticed; they often pay 10s. 6d. or so for a certain number of lessons from the makers or seller of the machines, or go to places where they have a great many machines at work, pay a small sum, and give their work for a time for nothing.

It is said that machine work is bad for them after some time. I have heard people say that no machinist can go on after seven years. I have heard it said by gentlemen coming into the work-room and talking about it. I cannot say that I have known, in my own experience, any have to give it up because of their health suffering, nor have I found that they do so any sooner than the rest, who are employed at ordi-

nary needlework. But they are not strong as a class, whether they work at machine or at the needle only.

Those who work over the river and in the neighbourhood of Hoxton and that way make for the whole-sale City houses. They are quite a different class from ours. So is their work and I believe their pay.

165. A machinist at Mr. Kent's.—I have worked a machine for five years, and I don't think I show any symptoms of breaking-up yet. I expect to last a good deal more than two years longer at it. It just tires me, that is all. If we work longer than usual, I do get very tired and ache, as if I had been for a long walk. Sometimes I have gone on till 10 p.m., that is very fatiguing; I have observed, after that, my hands and arms be a trouble for some time, but never felt unable to lie on my side or go to sleep. But I never worked more than once in a week till 10 p.m., and that would only happen two or three times in a season. If it went on for several nights together like that, it would be very bad indeed.

[166. Another machinist here told me that she never felt better than when at machine work; she thought it suited her better than sitting still with her needle. She had used a sewing machine for four years. Three girls in the work-room stated to me that they preferred working on black to either white or scarlet, if the light was good, because it was much less dazzling. They said that none in the room had weak eyes; and when I mentioned the alleged effect of working "black on black" in the case of shoemakers, remarked at once that theirs was not "niggling work" as that was.—H.W.L.]

167. Mrs. Kent informed me that the machinists were paid 18s. a week; she thought that when they were "driven" to get through as much as could possibly be done in the day, even though the only "driving" might be the desire to earn as much as possible in the time, their healths would suffer from the constant application. Those in her own employ had from time to time to stop in order to wind their own shuttle wheels. In some places little girls were employed to do that for them, in which case, though they would get through more work, and so, being paid by the piece, earn more, they had not the advantage of the change of motion. She had a servant for the express purpose of keeping the workrooms clean, and seeing after the dinners, which were cooked or warmed for them in the kitchen. The rooms were swept every day, and "scrubbed" once a week.

[In the matter of cleanliness they certainly presented a great contrast to some, which an equally unexpected visit had brought under my notice in other districts.—H.W.L.]

168. Miss SPENCER, DEAN STREET, SOND.

We take part of the outwork of two large firms in Regent Street; chiefly the shaks, but some skirts also. All our hands are day-workers. The lowest wage we pay is 9s. a week; assistants have that; cutters out have from 14s. to 16s., and machinists 16s. a week. They all have their tea forced them. Their day is from 8 a.m. to 8 p.m., with an hour for dinner; they bring their dinner with them, and our house is warmed in the kitchen. If they work after 8 p.m., they are paid

extra, 2d. an hour instead of 1½d., which is the rate of the day's pay; and also have supper given them, if they work after 9 p.m. The machinist's day is from 9 a.m. to 7 p.m.

We have 20 or 30 who work for us all the year round, and in our times of pressure we have 15 or 20 more. Some have been 10 and 12 years with us; others come and go after a few weeks. Our regular staff consists of very respectable people, but we are

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abled often to take on hands of whom we know nothing, and they are occasionally not what they should be. If we hear of anything wrong we do not allow them to stay. No doubt the indoor residents in houses of business are as a class socially and morally superior to the outdoor day-workers who find employment in places like ours.

Our times of pressure occur twice in the year, and last from two to three months each time; we are now (November) working 15 hours a day, from 8 A.M. to 9 P.M., that is to say, it is very rare for any to work longer than that. Perhaps five or six of them stop once a month in our season till 11 P.M. to finish some particular order.

Some of our work-rooms are unfortunately small and close; but, singularly enough, those who work in the worst of them, prefer them to the larger one, though that is far more wholesome. Most of them manage to get a little change of air at the end of the summer. They stay for a week or fortnight with friends in the country. Their health is generally good. If they get wet in coming here in the morning, they hang their things to dry in the kitchen; most have a change of boots here and if it is very wet, they bring a second pair of stockings with them. The hours of all businesses like ours have been less since the Early Closing movement.

159. *Mrs. Langhorne.*—I have always been a day-worker at mangle-making. I worked at two other places besides this; at one there were about 18 in the season. I was there for three years and a half; they kept on their old hands there out of the season, about six that would be. I was always kept on. Our usual day was from 8 A.M. to 8½ P.M. We used to leave off at 6 P.M. on Saturday, and worked the extra half hour on other days to make that up. Sometimes

we had to begin at 6 A.M. or to go on till 11 P.M.; of course we had extra pay then. In one week we worked for three days from 8 A.M. to 11 P.M., but we did not do so again. We very seldom had more than two hours extra work; and even that was only in the seasons and not very often. My wages were raised twice there; I had 11s. a week when I left. That was West End work.

I have also worked at a similar place in the City, where they took in work for large houses. Our ordinary hours were the same; but we were not so comfortable. We were paid by the piece, and had to find our own tea and our cotton, so we did not earn very much more at that than at day-work, and had to work over hours; sometimes we worked from 7 A.M. to 10 P.M. I prefer day-work to piece-work; there is a certain fixed sum then, which you are sure of. In piece-work the best work,—the which is paid highest I mean,—is given to some favourite and the others get jealous. There were 50 hands at this place in the season, and 15 or more were always there.

We never know much about what each other is earning. When my wages have been raised, I have been told to say nothing about it, for fear that the older hands might be aggrieved by a younger one having more than they.

At some places where they work by the piece, a charge is made for the use of the machine. The employer pays the machinist; but each worker pays so much for what she takes to be done by her; that goes into the employer's pocket. No doubt they could do it all by hand if they liked; but it is a great saving of time to have certain parts done by machine.

160. MRS. MOONEY, GREAT FULTENKY STREET.

For the last six weeks I have had 22 employed here, but work has fallen off all of a sudden, and to-day I have none. It always begins to be dull at the beginning of December, but this is worse than usual. I only employ day-workers, and never pay them less than 12s. a week, nor work longer than from 8 A.M. to 8 P.M. What I can't get done in that time I give out. I do not recollect ever working more than an hour after our usual time, and that is very rare. But I know, as you say, that many in our business go on

after till 10 P.M. from 8 A.M., and no doubt 8s. is much more general than 12s. In the skirt and mangle-making. However, mangle-makers' hours are nothing to what my girls tell me of dress-makers where they have been. It seems so unusual to work till 1 and 2 A.M. for several nights together. I have a great friend now at Madame Elliot's; they are much better there than in many places, indeed they very rarely work after 11 P.M., and she thinks that none could be kinder and better than they are.

161. MR. EVANS, OLD CHANGE.

A large number of young women, nearly, if not quite, 300 in the season, and about half that number now, are employed upon my premises in mangle-making. I do not, however, employ them myself directly; the whole of the three upper floors of this building is let to two men, who make for me exclusively; they hire and pay the work-people, and I pay them for what they produce, not a salary, nor a per-centage, but deal with them simply as middlemen; with this difference, that the work is done on my own premises, which I have had arranged expressly for the convenience of business, and the comfort of the hands.

The rooms are large, airy, and clean; waterclosets are attached on each floor; they have an American stove for ordinary purposes; each pays the attendant 1d. a week for looking after their tea, and so on.

The great evil of the mangle trade is that employment is not constant; with us it is more so perhaps than in many places, for we do a very large business, employing on and off the premises more than 1,500 hands; indeed we make over half a million mangles in the course of the year. Those who work here have full employment for about 9 months in the 12; the months of December and January, and from the 10th of June to the 20th of July, are always very dull.

We do much more of our work by machine than most do; so much so, that very nearly one half of those employed here are machine hands; one consequence is that they become very expert, and earn very good wages. All are paid by the piece. In this wage book, you see, good machinists are earning

their 22s., 24s., and some even 32s.* a week, and middling hands 14s. to 20s. A few, who make trimmings, are paid by the week; they have 20s. a week, while they are employed; they would not stop on lower terms. There are, however, lots of those girls constantly offering themselves for employment, who have been so badly taught that they are useless and earn nothing. These wages are earned between 9 A.M. and 8 P.M.; that is the latest hour they are ever allowed to stay; in fact it is so good to keep them later; they leave earlier when we are not busy. On Saturday they leave at 2 P.M.

There is no need for long hours with us; we can turn out more than 1,000 mangles in the day, taking one kind with another, without any special pressure. We have, I should say, very few under 18 years old, for we require experienced hands.

[162. Mr. Grocott, the holder of two of the three rooms referred to, stated to me that no good hands who had been a month there ever left, except to get married. He also informed me that he found it easier to teach the use of a machine to a girl who was quite ignorant of sewing, than one who had the little knowledge generally possessed by persons in their class of life, who tendered themselves as competent seamstresses.

The rooms seemed fully to justify Mr. Evans' account of them. That gentleman after-

* These statements were verified by reference to the rough wage book.—H.W.L.

wards took me to the work-room of a person in a neighbouring street, who took outwork from him; this he stated to be a very fair sample of such places. It was a long, narrow, low-pitched room, not over clean, with seven or eight machines ranged along the front wall under three windows, tables for the hand workers being on the other side; at the further end there was a small fire-place and there were several gas jets. The proprietor, a very civil respectable woman, told me that 35 persons

worked there in the season. I could reach within three inches of the ceiling, as I stood upright; the width was 12 feet, and the length, as stepped by Mr. Evans, 30 ft.; this, on a liberal measurement, would give under 60 cubic feet per head. The hours here were said to be from 9 A.M. to 5 P.M., or 9 P.M. at latest; good machinists earned 25s. and 27s., and one or two hand brooders as much; 12s. was the ordinary earning for an "average hand worker."—H.W.L.]

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163. Mrs. B.—a, Tottenham Court Road.—I have had some experience of the work of mantle-makers in City houses; for some years I was forewoman to Mr. M., and afterwards to Mr. D. of Wood Street. Girls are not usually apprenticed to mantle-making as a special business; anyone who has learnt dress-making can be taught enough for mantle-making in a short time. It is not unusual for those who have worked as dress-makers in the season to turn to mantle-making for the rest of the year.

At the West End mantle-makers are day-workers, and earn from 8s. to 12s. a week; they always have their ma given them besides. In the City they are generally paid by the piece; they earn more at that, from 12s. to 18s.

Mantle-makers do not make much overtime; I should say that they never work after 10 P.M.; their usual hours are from 8 A.M. to 8 P.M. Even piece-workers do not work after 10 P.M., and day-workers would not, if they were wanted to, except perhaps now and then for a short time. Day-workers always have their hour for dinner and half hour for tea, the piece workers having theirs over as fast as they can.

We had about 40 girls, whom I was last; there were seven sewing machines, we used them for clock mantles; they were Thomas's, which are very heavy. Machines are now very generally used for all but the finishing, that is to say, all but putting the collar on, and making button holes, and putting sleeves in. This has both diminished the number of mantle-makers, and eased the season for their work to last a shorter time. Machine workers are paid by the piece, and earn 1l. or 50s. a week. The finisher gets 25d. on every mantle she finishes. Sometimes that is easily earned, but often there is a great deal of work for it.

I think that the health of the girls who work the sewing machines is seriously affected by their employment; certainly that is so not only with girls of a delicate constitution, but with all of the kind which we have in good houses, who are not strong rough girls, like factory or St. Giles's girls, for instance. They are never able to go on long, not for several days together, without feeling ill; they often have to be absent, sometimes for a whole day. It is very fatiguing,—the position is so constrained,—when they work all day; for they sit with their back bent and head leaning close over their work, and their arms and fingers and legs all work at once. I have known girls, after working hard for the day at sewing machines, have all their limbs in motion,—in a tremble, as it were,—at night. It may be that their ill health may be partly attributable to the state of the work-places. Ours was not at all good; it was underground, and we had to burn gas, which made it very hot and mawkish. Still, I am sure that any one, who has had experience in machine working, can see these effects every day. In some cases the noise makes them deaf beyond recovery.

[I have met with no instance of this deafness, nor has any other person whom I have asked about it.—H.W.L.]

164. Miss Mangold, Spital Square.—I don't think the hours in the work-rooms of those who take out mantles from the wholesale houses are bad. The rooms themselves are, and the pay is miserable. I have worked, and also been forewoman for one of these wholesale men, and not by any means one of the worst; he had work from very good houses in Wood Street and Chancery. He said other men went and underbid

him, so he was obliged to take the work for less, and give as all loss. I believe that was true.

For light cloth mantles the machinist was paid 6d. a dozen, and the finishers from 1½d. to 6d. a dozen, according to the class. There is always quite as much to be got out of the low priced as out of the higher ones; I mean that a woman can earn as much out of mantles at 1½d. a dozen as at 6d. a dozen, because she can run up four of the cheap ones in the time it takes her to do out of the others. For one of these 12 yards round circular clocks the machinist gets 8d., a dozen. The worst is that you have so often to wait for your work, particularly if you are a finisher, and depend on the machinist.

It comes to this, that you may work hard from 9 A.M. to 5½ P.M., allowing for meal times, and get 5s. 6d. at the week's end. I know places where even the machinists earn only from 5s. to 8s. a week. Where I have been forewoman, I have had women work from 9 A.M. to 10 P.M., and then take work home, which I know would keep them up more than half the night, and be glad to be able to get that money to get a shilling from me for the whole that they did at home. These rooms are very dirty and crowded. There were 30 women of all ages, from 15 and 16 up to 52 and 60, where I was last. It was a low room, and so dirty that the walls absolutely shone with grime; I should not think it could ever have been cleaned. There were several gas burners; that made it very hot.

Those who work at their own homes are often very wretched. One widow, who took work from us, had no furniture beyond her bed, a chair, and table, and she, I know, used to work so hard that she had only her Sunday mornings for scrubbing and dressing, and used to work again on Sunday evening.

Seam-makers, too, are often very badly paid, and it is very hard work. This girl is a finisher of stays; I know her to be a tolerably quick and good work-woman, and she can do three a day, or a little over, of this kind, for which she has 3½d. each.

Girls are very often taught machinism by the machine makers. They pay a shilling a lesson for six lessons, and then think they know all about it. What they are really taught is all very necessary, how to take it to pieces, and put it together, and how to thread the needle, and wind the shuttle, and so on; but it takes a great deal of practice after that before one becomes a good machinist. That is no doubt one reason why even machinists earn so little; they are not expert. They often also give their time for a few months for the sake of practice, and then get a small weekly sum for a further time.

165. Z. F., at the Field Lane Refuge.—I make mantles as long as I can; that is from May to July, and from October to Christmas, and all the slack time with shirts. Mantle-makers' hours are from 8 A.M. to 9 P.M. I earn 5s. and 6s. a week by the piece in that time, that is about the same in the City and the West End; 10 years ago I used to have 1s. 6d. a day and my tea at a mantle-maker's near Regent Street; there were no machines then, and we made the mantles by hand all through. Now all the sewing, and binding, and straight trimming is done by machine, and we finish; the youngest are besters, but even are under 14.

I worked also a short time back at a mantle-maker's in the City; we earned more there, but were much later, for they were pressed by shipping orders, and

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often worked from 8, and even 7 A.M., to 10 P.M., sometimes till 12; once in every fortnight or three weeks we worked all the night; my side used to pain me with the long sitting, and my head ached often. I filleted sometimes; a great many used to; there were 60 there. It was a kind of loft without any fireplace or stove, very cold on some days, and very close on others. At shirt making I sometimes make only 2s. 6d., but 3s. more commonly and 4s. a week.

167. MRS. LADD, EARL STREET, BLACKFRIARS.

I employ about 30 mangle-makers, none are under 16; we make for one house only, and the best work. Our season is from March to May, and again from September to November. Our usual hours are from 9 A.M. to 5 P.M., and the extreme is from 8 A.M. to 9 P.M. We sometimes stay till 6 P.M. on Saturdays, but usually give over at 2. We employ only one machine; our work is not of the kind that can be so well done by machines as by hand. I have had as many as 10 machines, and have worked one myself. I think that no girl under 15 years of age should be a machinist. I have found that 8 hours of machine work is quite enough for any one; when mine have had to work from 9 A.M. to 9 P.M., I have always given them porter

166. Mrs. —, a mangle maker (Hoxton).— Fetches work from the City every day, has a machine, and a girl of 14 or so to help; doesn't work much over the 12 hours, but has to go on till 1 and 2 A.M. often, because she doesn't get her work till 12 or 1 P.M. and then has to go home and get her dinner; often earns 16s. or 18s. a week.

[The above statement was furnished to me by a clergyman, to whom it was made.]

168. MISS WOODBRIDGE, 175, BLACKFRIARS ROAD.

or some such thing to keep them up, for they required extra support.

I do not think that the machines have diminished the number of hand workers. I used to have five hand workers to two machinists, when I did more machine work. I always require a reference with a fresh hand, and the consequence is that out of 20 who apply to me, not more than two are ever engaged. Some employ more than I do; on the premises of the firm, for which I work, there are about 100 mangle-makers. Our work is not for shipping orders. Our hand workers earn good wages, 18s. a week on the average, some even 20s.

I make mantles for one house, and employ from 40 to 60 persons in the busy season, from February to May and from August to November. In the slack time I have enough for 18 or 20, the rest go to the West End houses. A good worker can earn her 14s. and 15s., and an inferior hand 9s. and 12s. a week, that is in the busy time, working from about 9 A.M. to 10 P.M., with half an hour for dinner, and half an hour for tea.

I have three machinists; they earn 23s. a week, and with overtime they have made as much as 38s.; that would be with working for perhaps three times in the week from 8 A.M. to 11 P.M. Probably for about five weeks in each season, work would go on for three nights each week till 11 P.M. from 8 A.M., but not for

169. MRS. HARRIS, RIVER TERRACE, ISLINGTON.

three successive nights; the pressure is occasioned by the shipping orders. I have been, and indeed am still, very often much longer at my work than that. A few years ago I was forewoman in an establishment similar to my own. About the same number were employed, and the hours were much the same; the forewomen must always be later than the rest.

When we are late, they always have an extra meal after tea; they call it lunch; that is taken at about 7 P.M. They dine in three parties, between 12 and 2.30 P.M.; there is a room set apart for their meals.

I do not allow a fire in the work-room for fear of accidents; so they light the gas for about two hours in the morning to warm the room.

From February to June, and from September to November are our busy times; we make mantles for retail and for wholesale houses, but not for shipping orders, so that even in the season we rarely work longer than from 9 A.M. to 8 P.M.; we have been as late as 10 P.M. only once in the last four years. After City work is over, we have West End work, and even in the dull time we have quite a dozen working for five or six hours perhaps in the day.

We have seven machines; we use them often to quilt skirts in winter; machinists work an hour less

during the rest, leaving at 7 P.M.; all give over on Saturdays at 3 P.M. Both hand-workers and machinists are paid by the piece; 3 years ago it was usual to pay them 1s. 6d. a day for work from 9 A.M. to 8 P.M.; but we now have much more work done in the same hours, and they earn much more than 6s. a week. I have a woman here who is nearly 60 years old; she earns her 12s., and sometimes 13s. a week. One person makes the whole mantle throughout, as all must be experienced workwomen.

170. MRS. HILL, SUFFOLK STREET, ROTHERFIELD STREET.

Informed me that she employed from 30 to 40 persons in the busy seasons, for about 9 months altogether in the year. She had four or five machinists, whose hours were from 9 A.M. to 8 P.M., leaving at 7 P.M. on Saturday, and often at 5 P.M. on Monday; the hand workers were usually an hour or two later. These hours were from time to time exceeded under pressure of the season, but not for more than three nights in a week.

[171. I inquired of these girls, and particularly the machinists, as to the effect of the work on the health, but although one had worked five years, and two more than two years at machines, they had not found their health injured. One told me that she was more free from headache than she had been when she had worked with her needle in the room above, and all stated that, apart from the question of earnings, they preferred machine work to

hand work. These girls had often worked from 7 A.M. to 8.30 P.M., and occasionally from 6 A.M. to 9 P.M. for several nights, but never for every night in a week. The longest hours that any recollected were during a Saturday, Monday, and Tuesday two years ago, when an order was required to be finished by 5 P.M. on the Tuesday; they had come then at a quarter past 5 A.M. and stayed till 9 P.M. The order was finished by 4.30 P.M., and as a reward Mr. Hill had taken them to the theatre on that evening; they were so far from being knocked up, they said, on that occasion as to have amused themselves with dancing after their return. The eldest of these was 24, and the other two over 18. A fourth, who was younger, had not been there at that time. All seemed very cheerful and contented.—H.W.L.]

172. MR. HARTWOOD, 2, HALE STREET, NEW NORTH ROAD.

We make children's mantles for City houses; that is not much of a shipping trade; so we very rarely work longer than from 9 A.M. to 9 P.M., and often leave off at 7 P.M. We used some years ago to be

much later, but we found that it really did us no good; for if those who did the work were very late and if they were fit for nothing on the next, and therefore we do not take orders now that require to be done

a great hurry. Probably other people, who cannot afford to be so independent, have still to work and to keep their hands working very late. An order is not infrequently given out at 4 p.m., and regulated in at the same time on the following day; they must work half the night to get that done.

One is chiefly hand work; but that depends a great deal on the fashion of the day; a year or two ago we used the machines more than we do now. It is not bad for the girls' health, if they don't work so long, and are not crowded together. I think seven hours of machine work in the day quite enough; but there is a great difference in the kind of machine, some are so much lighter than others; having to watch

the needle points as intently seems to hurt the eye. We have two intervals of slackness in the year, each for about two months. I have had nearly 30 here; there are not so many here now; girls under 15 would be of little use in our business; we took one who was not quite 12, because she picked it very much, and she has turned out very clever; but that is quite an exception.

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[172A. The girl referred to was a peculiarly bright and healthy looking child; an older one told me that she herself had worked all night, but only once or twice, and that they were very seldom after 9 p.m.]

173. MR. COLLETT, 1, VERN STREET, OXFORD STREET.

Mine is a peculiar business. I manufacture solely skirts of light materials, for summer and evening wear. I employ from 60 to 80 persons, most of them young women, but none are apprentices. It is light work, and consists chiefly in making the fancy trimmings and fastening them on; the latter work is done standing, but that is only necessary when they have to reach far over the head; they can sit to do all that has to be done to the bottom of the skirt. All are day-workers; their wages average 10s. a week; the usual hours are from 8 to 8 or from 8.30 to 8.30; occasionally they will go on till 10; on such occasions they have supper given them; they are paid double for all overtime. Tea is always allowed. They have no hour for dinner. Some go home; most take it here; they have a room for the purpose.

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Some stay a long time with me; I have employment for most all the year round. All that I complain of in them is that so few take any real interest in their work; after being two or three years here they expect an increase of pay, but take no pains to make themselves of especial value to me. Not 5 in 50 are good clever workers. They are quite independent enough. On Lord Mayor's Day, for example, though I particularly wanted some work finished, they must needs go off after dinner to see the show, and did not return that day. We have to teach them their business entirely; but three parts of these day-workers ought really to be domestic servants, and are attracted to business, not from any aptitude for it, but merely for the greater independence. The nature of most of our work makes ample space a necessity for us.

MR. TAVELL, ST. PAUL'S CHURCHYARD.

174. Mrs. Cotton, forewoman.—We make table bed-dresses; we employ two classes of hands, trimmers and trimming makers; the latter are called junior hands, but some are 25 years old; the youngest, however, have to do that, as a rule; we have none under 15. There are four of them to each trimmer; they have from 5s. to 10s. a week; the trimmers have 1-1s. and more, with overtime as well. We expect to have employment for most of them all the year round; but we have only been at work for two months.

Our hours are from 9 a.m. to 7.30 p.m.; we are an hour or so late and a half later sometimes; they do not all stay there, but only those who have something particular to finish. They are very glad to have the chance, for they are paid extra for all their time after

7.30. The latest hour is 10 p.m.; some have stayed on a Tuesday as late as that; they are paid on the Tuesday. It is light and pleasant work.

I have been at the same kind of work elsewhere; our hours there were from 8 to 8, but the numbers varied very much. I have found my feet swell sometimes, but the trimmers, who are the only ones obliged to stand, do not usually complain of that. They generally put on slippers when they come; I do not change my boots; that may make a difference. I have known girls' feet swell with constant sitting. Two of ours here never sit, even to their tea. I really do not think it more tiring than sitting for a long time; you don't get so cramped.

175. Mrs. B.—I am sure from 9 to 7 is as long as any one should be allowed to work at a sewing machine. Mine is one of Wheeler and Wilson's, which are easier than Thomas's; but I know that I felt quite ill every morning last season after working from 9 a.m. to 8 p.m. My back hurt me so much. I could have sat down and cried with the pain. Perhaps I did work harder than I should have done, if I had been a day-worker for some other person instead of working for myself, and to keep my day-workers employed. I have 11 in my employ in the season; that lasts for two or three months. Now I have none but this apprentice, who is a relation, and lives with me. From December to March we never have much to do, and again from June to September. We are slack for quite five months of the year. Most of my girls have homes to go to.

I don't think the machines have at all reduced the number of people employed in our line of business. I made, at the time I was just now speaking of, 36 mantles a week, each with 19 yards of trimming stitched twice; and for the preparing and finishing of these I kept six other persons employed. I was paid 5s. a mantle. Now on this holiday month, which is all hand-work, I get only 12s. 6d., and it takes one person four whole days to do, and there is something to pay for tracing the pattern besides.

I am not strong myself; I could not stand the cutting out where I was employed, so I had to give it up, and take work out instead. Perhaps I am more likely to suffer from machine work than others, but

all who work long hours do suffer. I think the day of 12 hours too much for any machinist.

Maid Makers.
Brighton.

176. Mrs. Cowley.—I prefer mantles to skirts, because there is less pressure. We work from 8 a.m. to 8.30 p.m. in the season, for four or five months perhaps in the year. Once a week we may begin at 7 a.m. Last season we began on one Monday at 6.30 a.m.; on the Saturday before we had worked till 10 p.m. Saturday is always our latest night, because of having to send things home for the Sunday; but we don't work every Saturday in the season until 10 p.m. The hours in Brighton for mantle makers and skirt makers too, in fact for all who take out work from the shops, are much about the same.

Some of us have as many as 10 or 12 persons in the season, none I think so many as 20; I have seven or eight. Every one must have a machine now; I don't think it saves any work; there is so much preparing and finishing for it, fitting and taking and taking ends off, and so on. Of course we could not do by hand the work it does, sewing, hemming, and so on in the time, but there is much it doesn't do.

177. H. L.—Before I came here, I worked in London for a wholesale City house. The hours were well enough, but the room was very overcrowded; I have seen the steam running in water down the walls, when the gas was lit in the evening. They had some of them to sit on the stairs and work, because the room could not hold all. They used often to take work home after the day's work was over.

Mistle Makers Continual working at black, whether it is morning or only cloth, does try the eyes very much, whatever they may say. I know for myself I cannot work at it except by daylight. Machine work, too, tries the eyes, unless the light is close and strong; but I think the

eye getting dizzy with the flick of the needle moving up and down is more biliousness. Sometimes I cannot bear to work on those small striped petticoats, they seem to dazzle so, that is all biliousness.

Brighton.
Mr. H.W. Lord.
C.
Wholesale
Milliners.
London.

WHOLESALE MILLINERS, LONDON.

MESSES. IRVING, KEELING, AND LOCKYER, GRESHAM STREET WEST.

178. *Mr. Keeling.*—We only manufacture the best class of millinery; there are five or six leading houses in the city which do business in the same kind of goods as we; and, so far as we can tell, the hours and other conditions of employment are much the same in all. Probably we employ more milliners than they, because millinery is with them only one branch of business, we do nothing else.

Our business is chiefly with the country houses and shippers for export; we have two seasons in the year, one from February to May, the other from August to November. In those times we employ as many as 120 girls, who come for the day. Besides them 18 or 20 superior hands live on the premises; of those some are seamstresses, but others are employed to put the finishing touches to the work of the rest, which may be called more mechanical. In the slack times we have very few day-workers. The residents are paid salaries varying from 40*l.* to 100*l.* a year; we have paid for real talent as much as 20*l.* a month in the season, for some have only season engagements.

The day-workers are paid by the piece, so that their earnings vary considerably; the average will be quite 1*l.* a week, some quick and clever ones may earn 30*s.* We have girls who can make their four bonnets a day between 9½ A.M. and 6½ P.M., that will be 8*s.* a day.

Our hours in the season are as a rule from 9 A.M. to 8 P.M. We may work four nights a week for three weeks in each season until 9 P.M., but very rarely till half-past 9. In saying that we are giving you the utmost, and probably we are, if anything, more pressed than the others whom I have mentioned. What late hours are to be found, will be with those who work to supply the manufactured article to the wholesale houses. Those who live on the premises are no later than the rest. They are very independent, and a good hand is very difficult to get; this letter has been just received, from one whom we had actually engaged at a salary of 30 guineas a year, so tell us that she does not intend to come; in fact,

since agreeing with us she has had a better offer. That is not at all an unfrequent occurrence.

Some 8 or 10 are allowed to have each a girl of about 14 to assist them, they are generally children of their friends or relations; they are paid 4*s.* or 5*s.* a week, and taught the business; we have nothing to do with them, beyond permitting it as a sort of favour; there is no apprenticeship between them.

Our out-door hands have a mess-room to themselves, they bring their dinner, and we pay a cook for them. They pay 2½*d.* for their tea, which we provide, so that they may not have to leave the premises at all. Our residents can always go out till 11 P.M., and may stay later for any special reason, if they tell the housekeeper; they are all over 18 years of age, and are highly respectable. We have no fear whatever about trusting them to go out in the evening; their own self-respect is sufficient safeguard.

179. *Miss J.*—I have been five years here; before that I was at a fashionable West End house; those who live there are comfortable, when they get into their ways; we frequently worked from 7 A.M. to 12 P.M.; the milliners had to help the dress-makers, and so were later than they need have been, not only in the drawing-room weeks, but all through the season. I believe the hours are not much better now, but I only know it from friends who are still there; they always speak well of the house. I am quite sure that we got through quite as much work in our day here, from 9 A.M. to 8 or perhaps 9 P.M., as we ever did in those long hours there. Throughout the West End sort of management is the great cause of long hours, that and the short notice ladies give, but chiefly the former. Our mornings there were often quite wasted; here, while we are in the work-room, we work. It is true I was a milliner there as I am still, but with the dress-makers it was always just the same. I am quite sure that all the West End houses could do their dress-making work in 12 hours a day, if they had a right system; I know I would not go back there, if I could.

180. MESSES. STUART, TAYLOR, AND CO., OLD CHANGE.

A large number of hands are employed on the premises of Messrs. Stuart, Taylor, and Co. in the manufacture of millinery bonnets, ladies' dress and half-caps, chemise nets and head dresses, and mantles, the total being from 250 to 300. The youngest were to be found in the half-cap department, where some were as young as 15, but as a rule, none were under 17 or 18; proficient persons who had learned the business elsewhere being required for the class of articles, which were manufactured by the firm. A room was set apart for dinner and tea, half an hour being allowed for the former meal. The usual hours for all were from 9 A.M. to 6 P.M., and at the latest 8 P.M. in the height of the busy time, for about 10 weeks from the middle of March; at that time they closed on Saturdays at 5 P.M., at other times at 2 P.M.

Only four or five out of about 30 mantle makers

were machinists, the machine being used here only for the "straightforward part," such as running the seams. Mr. Stuart and the forewoman of the mantle department concurred in considering that one machine employed for such a purpose as running the seams of skirts or mantles in any establishment, where such things were being constantly made, would supply the place of at least two or six hand-workers, so that the introduction of sewing machines in such a case would cause either a diminution of the number of hands employed, or of the hours of work, or a proportional increase in the amount of work turned out. Speaking generally, they thought that a person, who had before employed 40 persons in making skirts and mantles, might now do the same amount of work in the same time with two machines and half the number of hands.—H.W.L.

181. MR. GOODYEAR, ST. PAUL'S CHURCHYARD.

We make no straw hats or bonnets on the premises here. All whom we have on the premises are milliners; there are never more than 24; they are seldom late; for two or three days at the beginning of March, April, and May, they work, perhaps, from 9 A.M. to 10 P.M., and very rarely later; the pressure at that time arises from the custom of London houses to date from the first of the month for all orders received

during the month, so that every one comes as early as they can, to get as long credit as they can; that is so with many trades besides our own; if that system were altered, there would be even less of late hours than there is.

Scarcely any under 15 or 16 are employed in city warehouses; the few that are, are merely ticketing. In my opinion the country trade of straw hat and

bonnet making wants much looking into; it is much worse in Bedfordshire, in all respects, than anywhere in London, both as regards age and hours of work, and also morals. I have known myself of cases of girls of only 14 years old being with child; I think that none should be allowed to work at all before they are 10 years old at least.

Our milliners all dine here; we give them two kinds of vegetables and fresh meat, that is very much better than salt meat. If they stay late, we give them fruit in the hot weather now and then, and they have supper at half-past 8, when they stay later than that;

tea, coffee, or ale, and cold meat. We have the rooms, in which they work, whitewashed and cleaned thoroughly every year, and the walls painted every three years; there are waterclosets and a good supply of water for washing. None of these things ought to be neglected, especially where young women are working.

The rooms, though small, narrow, and low, are, you perceive, quite pure.* I have placed perforated ventilators all along the ceiling over their heads; above them is the space under the rafters; there is no draught.

Wholesale
Milliners,
London.

Mr. J. W. Lord

c.

182. MR. MESSEY, BOUVIER STREET, FLEET STREET.

Our full season lasts for about six weeks twice in the year. We make for the large wholesale houses, who supply the country trade and shippers. Ours is a very uncertain trade, depending entirely on fashion and weather, and other changeable things. If even we venture to make stock, the chances are that we have to sell off a great portion of it at a very great loss.

Good milliners have no difficulty in finding employment; they are very independent; as soon as our season is over, they go to the retail shops. We give out a good deal; but in our busy time we have about 20 working here. None live here: they are paid by the piece, and earn as much as 15s. a week on an average. Even the apprentices are out-door; we have three or four of them; they are usually bound at about 15 years old. If they are bound for two years, they do not pay a premium, but if for less, they pay a small sum; for they spend more work than they are worth for the first year. After their term is out, we sometimes pay them 4s. or 6s. a week for a short time, until they are fit for piece work. If the apprentices work after 8 p.m., as they sometimes do in the season, we pay them something for pocket money.

Our hours are from 9 a.m. to 8 p.m.; but in the season we always go on till 9, and for, perhaps, half of

it till 10. Our latest hour is 11 p.m., and that is very rare. Our ladies generally come through the wholesale city houses, who don't choose to keep their own people beyond their regular times, and so give to us so much of their orders as they cannot get done in time themselves.

There is no hard work in millinery; it all lies in taste and touch. What we make is bonnets, caps, hair-nets, and head-dresses. Each milliner will make her own pattern, and will not on any consideration make for any body else's, or let another make from hers. In the City, however, they often copy a French pattern. Their earnings vary; some bonnets are paid for at 12, 6d., some 9d., and some 6d.; they can make two or three of the best two kinds in a day.

We frequently have the same hands season after season, for we know where to send for them when we want them; but we generally have also to advertise for hands as the season comes round. Our outside workers are for the most part married, and get two or three girls to help them. I should say that none who work for us on the premises, except one or two forewomen, are over 30 years of age. What I have told you is for the most part applicable to the trade generally, not peculiar to myself.

MR. GOODWIN, HORTON.

183. *Mrs. Goodwin.*—Ours is a wholesale millinery business for the country trade, so we are not pressed, as those are who work for City warehouses, by shipping orders. For about two or three weeks before Christmas is our very busy time; but even then we very rarely work after 10 p.m. We begin at 9 a.m., and sometimes work till 11 p.m.; we have worked all night, but not for long time; it is in fact so rare that, when it does happen, the girls quite enjoy it, as a novelty and a piece of fun. We usually leave off at 9 p.m., and often earlier than that, when we are not busy. We employ about 30 on the premises, and give out work also. With the exception of two or three little helpers, all are over 14, and most between that age and 21. They are apprenticed for three months, and tinct all the branches of the business; they soon

earn 6s. a week, and a fair average hand will get 12s. to 15s.; many earn more than that.

Main work, which is done at home, is generally poorly paid; it often passes through more hands than one, before it reaches the workwomen. I know that married women have been employed on ladies' night-gowns for us, who have not earned more than 3s. a week, and must have worked from 9 a.m. to 9 p.m. for it. We did not pay them; they were employed by others who worked for us, to whom we paid a very good price.

[The girls here seemed particularly comfortable, cheerful, and respectable; their work-room, a large outbuilding open to the rafters, was well warmed, and at the same time well ventilated without being draughty.]

184. *Miss G.*—Six years ago I took out work for a wholesale millinery house; the work then at all events was quite as bad for milliners in the City as at the West End; not at the warehouses, but with those like myself to whom they gave work out. I used to employ several girls then; we often worked very late, six three nights continuously in a week sometimes; they didn't know and didn't care how long we worked;

they used to say, "Here is so much to be done, and you must get it done by such a time." No doubt the health suffered; I myself went nearly blind; the doctor said it was from stopping over the work so much; I have never recovered the effects, though perhaps I look healthy now. We were doing ladies' caps then; they have gone out of fashion, and I believe work is not so late now.

MESSES. GRAVES AND LYALL, 52, STAMFORD STREET.

185. *Mr. Wilson.*—Our regular hours are from 9 a.m. to 7 p.m., but in this slack time they leave at 6 p.m.; in the busiest time 9 p.m. is the latest. We are not so late as 10 p.m. half a dozen times a year. We have constant employment for about 35, and in the season we employ perhaps 20 more; they do not live here. We also give work out; that is taken home, not turned by milliners. One man who takes our work, employs more than a dozen on his own premises; he lives out Kingston way. I expect

those people are late at times; I know he often brings work in here very late; he has been as late as 1 a.m.

About one-third of ours are under 18, and one-tenth under 14. Some of the young ones are apprenticed at about 12 for two or three years, not to the work-perip, but to the firm; no premium is ever paid, and they always have a small weekly wage, 1s. 6d. or 8s.; they are paid still by the week for a time after they are out of their time, 7s. or 8s. perhaps for a while, but most of the older ones are on piece-work; they

* In the smallest room, although the gas was lit in warm it (there being no fireplace), the air was free from all impurities.—H.W.L.

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Mr. R.W. Lord.

will average 12s. a week, some 14s., 17s., and 20s. even; those older ones, who are paid by the week, have 12s. and dinner and tea were found for them.

There are one or two as young as 11 or 12, little helpers, who wind, or run on threads for the rest; they also are paid by the firm, about 1s. 6d. or 2s. at first.

Those who live a long way off bring their dinner; some are as far as 2 miles from home; others who live near go home. They are expected to be back in an hour.

182. *Erster*——This jacking machine is nice work, not hot nor tiring. I used to be at a place in the City Road, where the hours were longer than ours here are, and the rooms much hotter; it was the gas under the heading machines that was bad there. We used to work two or three times a week there from 8 A.M. to 10 P.M. in the season; I was there for a twelvemonth; I was 13 when I left; some were younger; the youngest was 10. We never went away before the older ones. The heading machines were larger than those upstairs; they were for double fronts, so they required more gas.

187. *Charlotte*——I worked a short time ago for a large City house in a factory near Smithfield. We were never very late; the usual hours in the season were from 9 to 9; perhaps for one busy week

MILNERS, VICE AND SOON, WOOD STREET.

188. *Mr. Hubbard*——I have charge of the cap-front department. There are 30 young women in the room; the youngest is 15; she is the only one, who cannot read. Our machines here are all single ones; the double ones turn out much more in the time—30 doz. in 7 or 8 doz. of the single—but the work is of a commoner kind. Our machines are all heated by gas. No doubt that is very bad, where there is no proper contrivance for ventilation. Here we have two shafts in the ceiling passing through the roof, which they cannot close if they wish. I know from my own experience that air is very necessary where this business is carried on, for I had myself a work-room in Red Cross Street a few years ago, which was in reality no more than an ordinary dwelling-room, and lots of the girls used to faint there, but they don't here, though several of them are still with me. There are few rooms like that now used in the City for this purpose; I only know of one or two, but on Hoxton way, and in Clerkenwell, there are many such.

Our busy season lasts for about three months—April, May, and June; then we frequently work, perhaps generally, from 9 A.M. to 10 P.M., and once or twice a month it may be till 11 P.M. From July to January our hours are from 9 A.M. to 6 P.M. When I first came here at the beginning of last spring season, there were large arrears of back orders which we had to work up; I shall not let that occur again. I don't intend ever to work next season after 10 P.M. There is less need than there was three or four years ago for late work in our trade. When plain fronts were worn, we had to make all our own, but now so much more fancy work is required, that it is impossible for us to make to please all tastes, so we make from our own designs in some cases, and buy much more of others. The milliners' houses here are much the same as ours. On Saturday all leave at 1 P.M.

Their earnings average 12s. a week for the year, but they vary very much. Yet so, these 28 have had in one week as little as 7s., and in another as much as 18s. among them; that variation has occurred within the last six months, which is the fullest half of the year.

When you were here before Christmas, and saw gas lit in one room to warm it, alterations were going on, which prevented us from using the hot water pipes; we have them in every room, and now they are in working order.

190. *Miss Beatty*——I have worked at a bonnet-

we might stay till 10, and once or twice a smoke till 11 P.M. But the work-room was quite dreadful; it was very low and very crowded, and when the gas was lit it was so awfully unbearable. A few used to faint, but not often; I wonder more did not.

[188. Another girl here, a bonnet-maker, told me that the longest she had ever worked was from 9 A.M. to 10 P.M., that was in a City house, and happened only now and then for a night or two in a week; "but," she said, "we worked very hard while we were at it." Another, who had been at a wholesale milliner's in Old Chiswick, said that they thought there working from 9 A.M. to 9 P.M. was very late work, and scarcely over occurred. I asked two or three, who were at the heading tables, if they did not find the continuous standing very tiring, but they said that they soon became used to it, and that it was only tiring, when they were working the season hours from 9 to 9. In those times they worked as hard as they could, and were only a short time—half an hour at most—over their dinner; these were on piece-work.—H. W. L.]

front maker's in Hoxton; that was two years ago. There were a good many there; some were as young as 12. In the season for more than two months we used to go on from 8.30 A.M. to 11 P.M., that was the most frequent time, but sometimes we were there till 2 A.M. The younger ones were tackerers; they stopped as long as the rest.

191. *Miss Dyle*——I was at another place in Hoxton. There were about 20 there; the youngest was 10 years old, I think. We were seldom later than 11, but from 8.30 A.M. to 10 and 11 P.M. was general. The room was airy enough, for the rain came through the rafters.

192. *X.Y.*——I was in a house near Cripplegate. There were a great many girls there; about the same age as here. In the season we might work three times a week from 8 A.M. to 10 P.M., not over late. The machines there were heated by steam, not as these are, by gas. I think the steam made it worse; at all events the room was hotter and closer than this by a good deal.

193. *F.F.*——I worked in Aldersgate Street before last year. There were about a dozen cap-front makers. Bonnet shapes were also made there by girls. We used all of us to work till 11 and 12 at night often enough. I was with Mr. Hubbard before that; his room was hot at times; some of the girls used to faint; I never did. Work never hurt me. I am 15 years old now.

194. *Miss Jones*——I have been in this cap-front trade almost from its beginning; for five years, that is to say. No doubt very many suffer in health from the heat and long hours combined in some places. I used myself to work at the machines in the next room with the rest, but I have certainly been fit better in health, since I have been here only from 2, and yet that is a very good room, one of the best in London, I should say. I must, however, tell you that my sister has been in that room for some time, and her health does not suffer; still I do think that cap and bonnet front makers, as a rule, are not a healthy class; I should call them unhealthy.

[195. The sister of the last witness, whose appearance corroborated the foregoing statement as to her health not having suffered, told me that she generally had a strong taste of gas in her mouth when she first went from the room into the fresh air, but felt no other inconvenience whatever.]

* This was confirmed by the wage book for May and Nov., which I examined.—H.W.L.

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196. *Mr. Hughes*, of Eagle Wharf Road, on whose premises 35 or 40 young women were employed in making cap and bonnet fronts, mentioned in the great importance of taking care that the flame of the gas jets used for heating the gasfiring and other machines should not be allowed to touch any flat surface, and should be left quite open; and said that the girls required constant looking after to prevent their running on too great an amount, so as both to waste the gas, injure the fabric, and pollute the air. He spoke of the "stink" being in some places positively unbearable, where these precautions were not taken.

197. *Mary* — works at a bonnet-front maker's in Hoxton; 8 A.M. to 8 P.M. the usual hours, but has often stopped till 11 P.M. Others have been later; perhaps, twice a week as late as 11, and for the other nights 8 and 9 P.M.; there are some little ones, who can't be much more than 8 or 9 years old at the steam gasfiring machine; that is in a very hot place; they don't stay so late, not after 8. Every one is pale there.

198. *P. B.*, Spital Square.—I have worked at cap-front makers' and wholesale milliners' both in the City and at Hoxton. The hours and everything else are much worse in the suburbs, such as Islington and Hoxton. There are some places in the City where the hours are very long; I know one or two about Aldermansbury, for instance, where they frequently stay after 11 P.M. in the season; still, as I say, it is not the rule; I have been in the Churchyard (St. Paul's) and Aldersgate Street, and we never stayed longer than from 9 A.M. to 9 P.M., except it may be three or four times till 10 P.M.

I consider the season to be from April to June, and for two months more before Christmas. In those times we used to work, when I was in Hoxton, usually from 9 A.M. to 10 P.M., and very often till midnight. I was obliged to be at home here by 11 P.M. or very soon after, so I used always to leave earlier, but I have continually left the rest working, and they have told me next day how long they went on. At other times the hours were 9 A.M. to 7 P.M.

The great pressure there was for about three weeks before Christmas; all the hands then worked

from 8.30 A.M. to 12 P.M., Saturdays as well as other nights; that may not have been for quite three whole weeks; it certainly was for more than a fortnight, and every night the same. There were some there as young as 14; but they always went away at 11. A great deal of those late hours might have been avoided, if we had been kept supplied with work to go on with, but some of us would often wait half the day, till dinner time, 12 or 1 P.M.—before they gave us anything to do. We were on piece-work.

The means were very close and hot; I had to leave because of my health suffering so; I was never free from headache; I have been away now for five weeks; I am well enough now. They all suffer, not only the delicate ones, except that it makes all delicate; they never look well, any of them.

I worked with another young lady and two little girls of about 14 to help us, in a little slice of a room, which could only just hold us. We each had a "double" making-up machine; they are worse than the single machines, because they have so much more gas; each of ours had two rows of 30 jets. It is being where so much gas is used, and particularly having to bend so much over it, as you must do in "making up," that is so bad.

In the other room there were about 40 girls; the room was big enough for them, if it had not been for the gas; so, indeed, might ours have been for as four; they had gasfiring machines and single "making-up" machines. I think after all they were worse of than we; for we used to sit with the windows and door open when we liked, had there were too many of them for that; I mean some wouldn't like it, would have colds, and sore throats or tooth-ache.

Girls sometimes begin as young as 12; they separate the work and get it ready for us at the double machine; those at the single machine open for themselves.

I was at Nottingham before I came to London, that is four or five years ago; when I was there, the hours were less, and the heat less, than what I have been telling you of; the machines then were not nearly so large; I think they were all single. I call the hours I worked in the City, Nottingham hours,—factory hours, that is to say,—12, with meal times included; they ought never to be more.

MESSES. HARRISON AND SMITH, ANGEL STREET, ST. MARTIN'S-LE-GRAND, MANUFACTURERS OF GAUFFRED RUCHES, LACE FALLS, &c.

199. *Mr. Harrison*.—Our busy time is from March to September. In a month's time we shall be in full work; we have now nearly 200, then we shall have nearly 300 at work on the premises. I believe we employ more on the spot than any of those in our own line. Others give out more than we do to be done at home, but we prefer to have all that we have room for under our own eyes. When the work is given out you can never be sure of its being brought back at the proper time; here we can take a pressing order, know how long it will be about, and have no fear of disappointing our customer.

Our hours are very early indeed; there is no fixed time for coming, nor for meals. All are paid by the piece; they come at their own time, not before 9 A.M., and they can come in up to half-past 10; many are never here till nearly 10 A.M., then, of course, they often want to stay late, but we won't have it; they are all out of the place, and the gas turned off at 8 P.M.; that is so even in our busy times, from March to October; they come then earlier, at 9 A.M. or soon after, but even then eight hours work is very rarely exceeded. On Saturdays they begin to leave at 3 P.M., and all are away before 5. I should say we are as late as any in the trade.

Their employment varies with the change in fashion; 30 or 40 just now are making ruches for the trimmings

of ladies' dresses; they are made by a gasfiring machine, which is on exactly the same principle as that used for bonnet fronts, only smaller.*

Most of them make nets for the hair, chiefly of chenille; others sew lace edgings on to net for falls; that is all pure hand work. There are several little helpers about the place, going errands and generally assisting. They are in most cases relatives of older ones in our employment; we pay them a small sum by the week; the rest are all able to earn from 12s. to 15s. if they please; some earn 25s. a week.

It is most essential for the health of the workpeople in our business to have large rooms and plenty of air. You see, a great many gas stoves are always in use for the gasfiring machines, and for heating the dressing rooms; there would be no existing in a confined gasfiring room. All our windows open, and the girls are not afraid of having them open; the rooms are swept out every night. There is abundant supply of water both for washing and for closets; that is very important too; we have to thank our predecessors for that; they were printers, so that we have large tanks with much more than we can require.

We are quite convinced that both the girls themselves and their employers are actually out of pocket by working late, even though they are paid, as ours are, by piece work. Last spring, when we were very

* The piece of silk is cut into strips with scalloped edges by means of a machine similar to the paper-cutting machine; after the strips are gauffered, they are creased in the middle with a thin hot iron, and then two of these passed through a sewing machine for the double ruche, or are wound round an iron drum, and fastened two together by a gussinet thread.

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much pressed for a short time, they stayed till 11 p.m. for four or five nights in succession; but the girls could not stand it; many didn't come in till about 12 in the morning, and we found that they earned more by the work they did in the regular hours than when they were kept later; in other words, that they did a greater amount of remunerative work for us and for themselves between 9 a.m. and 8 p.m., than if they worked three hours later.

200. *Miss H.*—I was for a short time in a horrid

Manchester.
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MANCHESTER.

Mr. T. RAILTON, 57, PICCADILLY.

201. *Mr. Railton.*—We are outfitters and milliners; there are now 117 persons in our employment on these premises, only seven of those are males; nine girls are under 14, of whom only two are under 12; and 47 between 13 and 18.

We ordinarily begin at 8 a.m., and close at 7 p.m.; not perhaps from months in the year we work until 9 p.m.; the younger ones are never later than that. Once or twice last season we were working the sewing machines all night; that is quite exceptional; they are all 16 years old or more, that work on sewing machines.

The youngest will be doing some sort of light easy work to help the older hands who teach them. They may earn 3s. a week to begin with; but we don't pay the apprentices; we pay their teacher by the piece, and she gets the advantage of their labour; that only lasts for a year or two.

A premium of a guinea is paid by all that learn to use the sewing machine; after the first or second month they can earn 3s. or 6s. a week; when they have been some time at it they will get 15s. or 17s.; that will be between 9 a.m. and 9 p.m. in each day.

202. *Mr. ROBERT ROBERTS, 20, HIGH STREET.*

I am a waste and millinery manufacturer. All those who work for me are females; they are 27 in number now; 10 of them are over 18 years of age, and only one so young as 12.

I fear that in seasons trades like ours legal restrictions are impracticable. Great evils might arise in this way. The pressure of business during our season, which is from two to three months twice a year, would, if the hours of labour were limited, induce a large number of young females to take to the trade, who would be thrown out of work in slack times without having been able to earn extra wage in the season. Still I think the fancy trade requires regulation; for my own part I should have no objection to have terms dictated to me, and am sure that some general legislation for all of us would lead to good. As it is, however much individuals may regret the long hours of labour, to which young women and girls are subject in such businesses as ours, they can by themselves do very little to prevent it, but are obliged in self-defence to work as long as their competitors.

One of the worst things about it is the closeness of the rooms in which they frequently have to work, and yet that is to a great extent their own fault. Look at this, for instance, on my own premises: there is only one girl there now; she is using a sewing-machine; but in busy times six or seven others will be there too, though there seems scarcely room for half as many; and yet they will not have that window open, and will have a fire too, very often. I frequently remonstrate with them and say that it cannot be healthy, but it is to no purpose.

They have a watercloset for themselves, you observe, and are quite apart from the men we employ in the warehouse. They can have their dinner here, but we prefer their not doing so; and, unless they live at a distance, they generally go away for dinner. When they are working overtime we give them their tea besides extra wage.

The commercial seasons in our trade are from

place in ——— Street, where they made racks and leads; the women had to go up a ladder to their room, from a room where a lot of men were; when we did get up, there were 30 or 40 there; we machinists, there were 12 of us, were sewing gathered brock; we were within a partition, beyond which there were girls winding silk, and men weaving fringes, and gathering machines with a quantity of steam, two or three stoves for heating the linen and for cooking; everybody looking pale and ill and dry.

They all have an hour for dinner and half an hour for tea; they go home for the former meal.

I consider my hands are all superior to the ordinary mill hands; they are better educated and better mannered, and come of more respectable parents; but even with as there are social distinctions; the milliner is superior to the sewing machine girl, for example.

I think that the prohibition of night-work would not be at all injurious to us, and indeed to establishments where they work late, especially in millinery and dress-making, it would be very beneficial, for such work materially affects the health of the workpeople.

[I examined nearly all the girls up to about 14 years of age in Mr. Railton's employment; all could read and most write; they seemed cheerful and well-behaved, and confirmed the foregoing statement as to the hours of work.]

March to May, and from September to November inclusive. In those times we always work from 9 a.m. as late as 9 p.m. and sometimes till 10, but we do not keep the younger ones so late. They will at no time work longer in the day than from 9 a.m. to 7 p.m.; when they are 14 or 15, they will stop later. Up to 16 or so they are employed in lapnet making for cap fronts, but it is at the sewing-machines that the longest hours are worked; no girl under 16 or 17 will be working one of them.

203. *Eleanor.*—Am 17 years old; began to learn this work, lapnet-making, at 13. Worked later where I was then, than I have ever done here. We used to begin at 9 a.m. and work generally till 9 or 10 p.m. About five or six times in every season we worked till 11 p.m.; that would be a dozen times in the year. In many places I have heard of their working longer than that at work of this kind; but I never was anywhere else but at these two. The skirt-makers have to work longer than we ever did, and that is very tiring, standing and driving the wheel with the foot all day.

204. *From Mr. Bannister, to whom Mr. Roberts referred me for any special information, and from the superintendent of the lapnet-makers, I learned that the youngest two, both of whom were about 13, were paid by the week, 3s.; their occupation consisting chiefly in turning a light handle of a small filling machine which stood upon the table, and drawing the filled net from the machine; these above that age would be earning from 5s. to 12s. a week, being paid by the piece. In their opinion girls under 16 could not be usefully employed in lapnet-making otherwise than as above stated; for the making up consists wholly in the art of skilful handling, which young children do not acquire readily. On the other hand they stated that there were more girls under 18 than ever, engaged in this branch of the fancy trade. Mr. Bannister deprecated of any regulations being practicable, by reason of the short duration of any one fashion, and the unsteadiness of demand for*

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any particular article from month to month. This entails on the employer the necessity of either repeatedly changing his hands according as one or another class of work is fashionable for a short time, or keeping together through the slack times a large number of hands upon the faith of being allowed, by working long hours so long as the demand for

their work lasted, to make up for the absence of work at other times. The latter practice is adopted by Mr. Roberts, the work in slack times being distributed among as many as possible, and those who are paid by the day being allowed half days for recreation from time to time, until the demand for their labour revives.

LETTERS FROM THE SUB-INSPECTOR OF FACTORIES.

DEAR SIR, Manchester, 24 September 1893.

I HAVE seen Mr. Webb, of Chancery Lane, and collected some evidence at his place which you may find useful. Mr. Webb gives you full authority to use his name.

H. W. Lord, Esq.

Yours truly,
ROBERT W. COLES.

204. *Mr. John Webb, junior.*—An master of this establishment (lepper-making and millinery). Employ about 130 females from 9 years old to 20 and upwards. Our working hours are from 8 o'clock A.M. to 9 P.M.; very seldom, but sometimes later. Though I do not like it, I am obliged to work late; if I did not, others would get my orders. Should be glad to see an Act of Parliament passed to limit the hours of work in our and all trades, where young persons and females are employed, from 6 o'clock A.M. to 6 P.M. It would do a great deal of good.

205. *Miss Emma Henderson.*—An managing superintendent of this establishment. I think the trade wants regulating very much. I have been in many of the principal houses from the commence-

ment of this kind of work, and have known poor girls suffer much in health, and some die, from being worked excessively long hours in close and ventilated rooms. Should be rejoiced if we had the benefit of factory hours.

207. *Kate Clarke* (a delicate-looking girl, evidently consumptive).—Have worked here about 12 months. I am 18 years old. I do not work such long hours here as I have done in some other places in the trade. At one place I worked on three or four occasions all night, and 30 hours together at a stretch. I am sure the late hours made me very ill.

208. *Harriet Goodrich* (a very delicate-looking girl).—Am 16 years old. Have worked very long hours at some places. At one place like this, when I used to work, I was frequently kept all night. I once worked three nights in one week.

209. *Theresa Howarth* (a very delicate-looking girl).—Am 12 years old. I have worked here about three months. Work from 8 o'clock in the morning until 9 at night. I used formerly to work at an artificial flower maker's and was frequently kept at work there from 8 o'clock A.M. to 11 P.M. Had always bad headaches there; am better now.

[This girl had a sister working in the same place who was about 9 years old.—R.W.C.]

210. MR. W. S. TRACET, TEMPLE STREET.

I have 95 names now on my books, but they are not all working; they may, however, be doing so next week, for our business is very uncertain. All but 12 are females in the millinery department; 10 of them are under 13; none I think under 11; and 27 between 13 and 18 years of age.

We do not buy and sell, but make up materials furnished us by the finer houses in the trade in which they come from the manufacturers. We therefore find our trade fluctuate with the seasons of our employers; our busy time is from March to Midsummer, and again from August to October. To show you how our business rises and falls, here is our wage book. In one week in April last year we paid 31*l.*; in one in May 50*l.*; in the middle of July only 18*l.*; again, in one month (October) the wages earned by our hands varied from 17*l.* to 31*l.* for the week.

When they are working on new patterns, I can afford them higher wages; a good hand may earn 25*l.* in a week then without working more than from 8 A.M. to 7 P.M.; you see an order have caused that much. In ordinary times a learner will get 2*l.* a week; if she get a little expert at the goffering, or the joining,* machine they get 3*l.* and 5*l.*; the learners and gatherers who are older, 30 years of age and more, with us are paid by the piece; they will earn from 6*l.* to 13*l.* and more.

This sort of thing is new in Manchester. I should say there are not more than 500 at it here altogether; we have 80 or 100 ourselves, when we are full. The usual hours are 8 A.M. with some, and 9 A.M. with others, to 7 P.M. Occasionally we begin at 6 A.M. or 6.30; those leave off at 7 P.M. During three or four months in the year we work as late as 8, 9, and 10 P.M., from 8 A.M. work after week.

The hands when we employ would prefer to begin work later than 6 A.M.; 8 A.M. to 5 P.M. would suit as better than the factory hours.

Sometimes they all come as late as 9 A.M.; when

things are slack I often let them go at 5 P.M., but always with the understanding that they must be prepared to work till 10 P.M., if I want them. On the whole, while of course I like liberty for myself, I think that the prohibition of night-work after 8 P.M. would not be injurious. The trade could do very well with the 10½ hours limitation, and, I think, with relief of those under 13; if only they would come for the full wage, that is.

From what I know of wholesale millinery work-rooms in London, Manchester, and Nottingham, I think they must looking after, on the grounds of overcrowding and bad ventilation at all events.

The work is called lepper making, but "blonde makers" is more correct than lepper. I was the first to introduce into Manchester this mode of making them by the various apparatus of steam pipes and gas jets for heating the goffering machines and drying the blonds, as also the joining and the doubling machines, and I am always advising some fresh contrivances for them, or for heating, gathering, and the like; all, however, is hard work.

I don't think it can be in itself an unhealthy trade; where they have to work long hours and in close rooms, no doubt, it becomes so; especially where gas is used, instead of steam to heat the drying plates. Many are more pressed for room than I am; but the hands have a strange dislike to fresh air. I have had a perforated metal ventilator, which they can't block up, put in the window, and have taken the door away from the staircase opening through the floor there, besides having holes knocked in the ceiling and side walls under the rafters and on the staircase; but still the steam and gas makes the place unwholesome.

They have an hour for dinner at 1 P.M., and 20 minutes for tea at 4 P.M.; besides that I let them get a run for 10 minutes in the yard behind at 11 A.M. Some stay for meals. We use the waste steam to boil water for them, so that they can always have it.

* A kind of sewing machine for fastening the blonds guffing to the lace edge

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They are a very respectable and well-behaved lot of girls; all have had some little education at all events. Mrs. Tracey takes pains to select the best that offer themselves; most come with their mothers, and we judge by them what their children are likely to be. It is more than a year since I have had any complaint of hoarse conversation, and I do not think any such goes on. Several of these, whose good manners you have noticed, are ladies, or nearly so, by birth. One is the daughter of a manufacturer, who was once in a fair business, but died in poverty: the

father of another was a commercial traveller, who at one time was receiving a large salary.

[Mr. Tracey's estimate of his hands was fully confirmed by my investigation so far as it went. All could read and had intelligent and pleasant manners, even some little ones, who had begun the work as young as 4 and 5 years old. The feeling which evidently subsisted between them and him was creditable to both.]

211. While this evidence was in my hands for revision, I received from Mr. Coles the following anonymous letter, which had been sent to him on the day of its date. From my own knowledge of the trade and of the locality of the premises, which I have derived from several visits to similar places of work within a few dozen of these, I consider that the statements as to the hours of work and condition of the work-rooms may be not much exaggerated.—H.W.L.

WHITE SLAVERY IN MANCHESTER.

Sir,
Manchester, June 10, 1884.
I respectfully beg to call your attention to the manufactory of Mr. ———. He is a manufacturing milliner, and employs a large number of children and young girls, some of whom are of different ages, varying from 10 upwards.

These children and young girls are kept at work for unreasonably long hours in rooms, that are artificially heated by steam to a very high temperature, independent of a very large number of gas-lights, thus raising the temperature to almost a suffocating point. And so largely charged is it, and impregnated with gas, that most of the young creatures complain almost continually of sore throats, loathing of the stomach, dizziness or vertigo, and headaches, &c. This pernicious effect upon their young systems, and enfeebled constitutions, need not be wondered at, when it is remembered that they have to inhale, and breathe, and re-inhale times innumerable this pernicious atmosphere from 14 to 15 hours daily.

The place is opened at 6 a.m., and never closes before 8-30 p.m. and in very many instances 9 p.m. Several men reside in conducting the business, and they divide their time; part comes early to open the place, and part about 9 or 10 a.m.; those who come to the place early, go off early, and those who come late, stop late. By acting in this manner they squeeze the greatest possible amount of work out of these young creatures while they themselves, who are men, only remain about 10 hours.

For your guide and information as to any steps you may take, I beg to point out the following, viz.:

The house is comparatively small, with small rooms and low ceilings, and badly ventilated. On the top floor (or third floor) there are two lappet making rooms, in which there are upwards of 20 young girls from 16 years up; the machines are heated with steam, and when the gas is lighted, these rooms are unbearable.

On the same floor there is a gossamer room, in which there are about six children varying from 12 to 16 years old; the machines in this room are heated by steam, and there are also upwards of 40 gas-lights burning all day long, and this in the middle of June! Yes, Sir, or any other humane man, may easily judge of the ruinous effects of such a poisonous atmosphere and temperature upon these young creatures.

And on the same floor there is a blond jairing room, in which 10 or a dozen girls varying from 14 years old are at work, and on the second floor there is also a gossamer room, machines also heated with steam,

and about 40 gas-lights burning all day long, to enable the children to do their work, and also for the purpose of baking and broiling the youngsters in the middle of June. Two lappet rooms on the same floor with about 20 young people, these rooms are heated by steam and gas also as the others, to a very high and poisonous degree.

There is also a braid room, containing from 10 to 12 children, varying from 12 to 15 years; in this room there is from 80 to 90 gas-lights constantly burning to enable the youngsters to do their work. I am credibly informed the heat and smell in this room is most abominable, nay absolutely destructive, and the smell most heart-sickening. In the bonnet-room there are also several girls and children employed, some as young as 10 years; the hours the same in all parts of the concern.

I ask you, Sir, is it possible for either men or women, no matter how strong their constitutions may be, to withstand for any length of time the mighty effects of such a system of long hours, hard work, and poisonous atmosphere; both men and women would be broken down in a very few years, and how is it to be expected that such tender creatures can endure it.

Under those circumstances, Sir, I hope you will endeavor to come to their relief and assistance, and try to strain a point to exact more lenient treatment (but I hope the law will enable you to do it without straining). The great object would be to shorten their hours to a reasonable extent, keeping in view the pernicious atmosphere they have to work in.

For instance, the children have to get up at 5 a.m. to be at work in time, 6 a.m., and work to 3-30 or 9 p.m., and by the time they reach their homes (some to my certain knowledge have near an hour's walk before reaching home), and by the time they get a little supper and get to bed it is 10.30 or 11 p.m.; thus, you see, there are 17½ or 18 hours the poor creatures are up and on their feet, and only six or 6½ at most out of the 24 hours for rest.

Sir, you may implicitly rely upon the truth of the facts in this report, although I withhold my name for obvious reasons, being related to and with some of the children at ———.

W. R. Coles, Esq.,
Inspector of Factories.

I remain, &c.

A HUMAN OF SLAVERY.

PART 2.—ON SEAMSTRESSES, BOOTMAKERS, GLOVERS, &c.

* TAILORS, &c.—LONDON.

THE ARMY CLOTHING DEPOT, PINLICO.

Tailors, &c.

London.

Mr. H.W. Lord.

c.

Every facility was afforded me for visiting and obtaining information as to the practical working of this excellent institution; the arrangements adopted to secure the comfort and health of the workpeople seemed to have been very successful.

The manufactory consists of a very large and lofty hall, with an arched roof of glass, and having two galleries, an upper and a lower one, round its four sides. It is well warmed and ventilated; the weather on one of the days on which I visited it was very cold, and on the other close and rainy, but on neither occasion was the state of the air in any part of the hall other than wholesome and pleasant.

From Captain Taylor, who conducted me over the whole manufactory, and devoted a considerable portion of his time to explaining the details of the system, I received the materials from which the following statement is made up.

212. Captain Taylor had had considerable experience in the management of the government manufactory at Woolwich before he came up to Pinlico: that is conducted on similar principles to this, but on a smaller scale. On the occasion of my first visit there were present 724 women, 5 were absent from sickness, and 25 from other causes, in most cases from their having to go to receive pensions or half-pay on that day; so large a number of absences is exceedingly rare.

Very few of them are under 18 years of age, the youngest of all is 14, and some three or four from that age to 16 make up trimmings.

It is found that they must be first rate sewers, before they are taught the use of the machine, in order that they may understand, whether the work brought to their machine is properly prepared for it.

In the chase department, some finches on the leather bands and peaks to the cloth shapes, which come from the wokers and machinists: that is really kind of saddle-stitch or cobblers' work, and was always considered men's work; but the men in that branch were so disreputable and disorderly, that Captain Taylor determined to try what women could do, and the result has been most successful. Men still do the blocking, but they are picked workmen and respectable; the diagonal stitching, which serves both for ornament and to hold the cloth on the inner and outer sides together, is done by women at machines; and the wadding of the crowns to the sides, the sewing of the water-proof covers, hasting, and the like, which are all hand work, are also done by women. All work well together, and the peaks, &c. are stitched quite as well as when the men did them: this department occupies the floor of one gallery quite separate from the rest; and they are said to be the most contented and least quarrelsome in the whole place. The cap machines are 16 in number; they require only two hands for all of them: in the department altogether there are 79 women, 27 being writers, and 26 "peakers" or finishers. These machines are all worked by treadles, but the only reason for not using steam power here, as in the body of the building, is that they were not at first quite sure of being successful, and so did not incur the expense of extra shafting. They made 2,000 caps a week last month (January).

The bulk of the work is carried on in the centre of the hall; there are 38 machines there, each having 8 persons, besides the machinist, preparing or finishing the garment. Nothing but great coats* are being made, and it is expected that they will be making them at the rate of 4,000 a week for the next three months. In the month of January last 23,578 new tunics, great-coats, jackets, and trousers were made on the premises.

All the sewing machines on the ground floor are moved by steam power, communicated by straps from horizontal shafting; the shafts pass along the floor, and are securely boxed; there was at first a difficulty

in regulating the speed, but that is managed by a small wheel, which tightens or slackens the straps as required, and is applied by the pressure of the foot of the machinist on a pedal.

Each machinist has a gas standard on her right hand, and each table a gas jet in the centre of it. Machinists leave off 20 minutes before the rest, to clean the machines. The porter oils them every morning; only the practiced hands can be trusted to oil, not for fear of accidents, but lest they should oil the wrong parts. The machines have not been damaged by the shaking, but they are heavier than those which would be used for shirt-making; and no steam is required for the cutting machines, and also for the pipes to warm the building, it is used for the sewing machines also.

Trousers and jackets require 12 persons for each machine, besides the machinist, and tunics 13 or 14: hitherto tunics have been given out to be finished; but the preparing, at which 6 or 7 hand-workers are employed for each machine, is done there. Nearly 450 persons are still directly employed out of doors; the names in the book of one viewer are 309, and in the other 239; some of these have one or two members of their family to help them, so that perhaps a thousand are employed altogether, but I was assured that the system of middlemen cannot exist under the precautions now taken, of entering the number of garments given out to each, and checking them off as they are returned, only a few being allowed to be at one time in the hands of such person.

Shirt-making has also been tried, but merely as an experiment to ascertain the real cost; and it is intended to give them out to domestic institutions, as has been before done. Various patterns of woker to a shirt were tried, 22, 16, 5, and 3, one in each not being the machinist; 16 in a set was the cheapest, but then, if 4 or 5 were about, the whole set was upset. On the whole the smallest number was best. The machinist, besides the front, collar band, and wrist band, runs the side-seams and hems round; they were at first paid by the week 10s., but since that time the price at which the work was given out, 7s. a shirt, has been adopted inside. This is distributed so as to give 1½d. to the machinist, who at that rate earned 18s. to 15s. a week, and the rest to hand-workers, whose wages ranged from 7s. to 15s., averaging 10s.†

The cap women earn most of their machines, they have had a longer experience, more than 12 months, and therefore work better and more rapidly; they have from 12s. to 15s. a week, machinists on great-coats earn 16s. and even 18s., and on trousers 14s. and 16s. The "peakers" in the chase department earn from 14s. to 20s., some have earned 26s. a week. The average for the Michaelmas quarter gave 8s. 4½d. for the basters and fitters, they are the hand workers, but the wages show very with the garment they are making, cap-writers and great-coat hands earning 10s. and 12s., while trousers hands have

* Feb. 2nd, 1846.

† I verified this account of the numbers employed and wages received by reference to the separate books, in which the whole proceedings, production, income, and expenditure of the establishment are recorded with great clearness week by week.

Talbot, Esq.
London.
Mr. H.W. Lloyd.

c.

rather less, and tonic bands rather more. The average for the Christmas quarter gave 15s. 3d. a head in the clothe department; for the rest 15s. 3d. in one division, and 15s. 11d. in another, which consisted of the newest hands. Each person is paid so much for every garment passed by the viewer; for each great-coat, for instance, a proportionate sum is allotted to the machinist, and each of the eight others, who are engaged in making it, according to the work each does upon it. They name the sum due to them, and the books check it; that plan avoids all the disputes and mistakes which arise under the system of giving tickets. A strict account is also taken of the tools and needles given out.

The hours are from 7.30 A.M. to 6.15 P.M.; they have an hour for dinner from 11.45 to 12.45; all leave the premises for that meal; on rainy days 20 or 30 of those who live at any distance usually ask and are allowed to stay, the rest manage to go with one of those who live near. They have about 15 minutes for tea, to which they go in between 3 and 5 p.m. in divisions; that is taken on the premises, they pay 1d. to an eating-house keeper, who is allowed the use of a room and range for preparing it.

It would, in Captain Taylor's judgment, be better for some reasons, if they had not tea there, as they would then have a motive for going straight home, and when once there they might not be so inclined or so able to go out again. He observed that it was becoming a habit with the younger ones to ask for permission to leave at 5 P.M., that is, directly after tea, on Thursdays, the day on which their wages are paid, and he had remarked that they brought more with them to eat on that day. On the day before my second visit as many as 45 had asked to go early, so that he had felt obliged to refuse all.

They never by any chance stay after 6.15 P.M.; once when pressed, some work had been allowed to be taken home; but they stopped away or came late next morning, so that no more was done after all. They are paid by the piece; many are comparatively independent of their work, that is to say, they live with their parents, who earn decent wages, and let their daughters pay something perhaps towards the household expenses, and keep the rest for their dress and pocket-money. It was stated that there are many who do not care to earn more than 8s. and 9s. a week: some earn only 5s., others 12s. and 14s. It is found necessary to be very strict in enforcing silence and order; they will make any excuse, it is said, to leave their seats, and so waste their time, and consequently require a great deal of looking after. Captain Taylor remarked that it would be doubt be much easier to give out material for 100 garments to a responsible piece-master, and look only to him to have them returned properly made; still he thought that "the workpeople are much more ready to serve as now that we employ them directly. They happen to be working hard to-day, because it is the last day of our week; they will get through as much to-day as they will all to-morrow and the next day."

Captain Taylor was confident that there was a wonderful difference observable in the improved physical condition of the people, after they had been working for a month or two at the Depot, and that the tone of the whole neighbourhood. At first they were obliged to take in all the "riff-raff," who had been in the street before, and few respectable persons would come, but now it is very different. One capital thing he considered to be the rule that any one who has any complaint to make, or has committed any irregularity, must come before him at 9 o'clock, when he listens to anything, even the most trifling quarrel, and tries to

set things straight: this has created the impression that the people are properly cared for.

It is found necessary to be very careful about the character of the women; every one fills up a form and brings a reference, signed by a clergyman and a householder. "I have always found" (said Captain Taylor) "that one bad girl will take away at least one" other with her; but with all our risks we have had "only five go wrong, so far as I am aware, and they are very ready to tell of each other. My own experience has convinced me that in order to manage a number of women you must treat them kindly and fairly, give them work enough, but never have even the appearance of making distinctions and 'favourites.'"

Gas is used to heat the common fires; coal would be cheaper for some reasons, but the trouble of bringing fuel constantly up to the galleries makes gas preferable on the whole. The stoves are in compartments separate from the place in which the work goes on. In one room on the ground floor the boxes or "green" are slung on arms, which move on universal joints above the table; these are heated by gas jets inside them. They are certainly successful, but not completely so, for there is now and then an escape of gas; the board on which the garment is laid for pressing, is lifted up to meet the iron by a lever under the table; this the woman, who is using the machine, works with her foot. Each does her own pressing, but only one division has this machinery for pressing attached to their compartment as yet. It saves them much trouble, and is the lighter work than pressing with the ordinary iron, as those in the other divisions still have to do.

There are separate water-closets for the women; places for washing, and apparatus; and a room for their bonnets and cloaks; all the women are told off into divisions, each person has a number, and a peg with a corresponding number in the partition appropriated to her division. All wear a "Garibaldi" uniform, the machinists red, and the others blue. They seem to like it very much, and I was informed that at first there was "quite a fuss," because all could not have it at once.

There seemed a general conviction that the workpeople are better off, both as regards their earnings and their habits and health, than when they worked for contractors, while at the same time the Government saves money; in one single article, the tunic, the contractor's price has been reduced from 18s. 6d. to 15s. 11d.

[I select from my notes the following evidence, given by two out of several persons whom I examined here.—H.W.L.]

212a. L. M.—I worked for an army contractor before I came here. There were above 80 there. I earned about 14s. a week there; here I have a little more, 15s., but we are never after time here; we worked for a whole week sometimes there from 8.30 A.M. to 10 P.M., and once all night through. The work-room was very hot, for the pressing was done and the boxes heated in the same room where all the people were; the machine-room had a very low ceiling.

212b. K. O.—I worked for another contractor; there were about as many there as ——— (the last witness) says there were where she was, none under 15, and very few under 17; the room was cool enough, for it was in the rafters and very draughty; we used to suffer very much from tooth-ache and rheumatism. Our hours were from 8 A.M. to 7 P.M.; but I have stayed many a time till 11 P.M., several nights a week for months, and never had any meal after tea at 5 P.M. We used to get very tired. That was a year or two ago.

MESSES. COOK & SON, ST. PAUL'S CHURCHYARD.

213. Mr. Haines.—The workpeople whom we have on our premises are engaged in making clothes for the export trade, but the greater portion of the work is given out. The material is cut out here and made

up into bundles; this the out-worker takes away, and brings back completely sewn to have the buttons put on. Some of these out-workers employ only a few, perhaps only their own family; others take a

large building in a suburb where rent is low, or a little further out on some line of railway, and have 100 or more. Our system is that generally followed in the trade. We have from 40 to 30 here either sewing button-holes, or machinists; they are paid by the piece, and often earn 15s. a week. About 10

more are ticketing or sewing buttons on. Our hours are from 8.30 to 6.30, with an hour for dinner and half an hour for tea. There is very little pressure in the City; they are, in fact, wholesale manufacturers, and not subject to the unexpected demands made on the retail trade.

Tellers, &c.
London.
Mr. H. W. Lord.
C.

214. At a large clothing establishment in London, the proprietors of which desired that their names should not be mentioned, I found more than 70 females employed, 40 of whom were machinists; none had begun to work there, even as buttoners, before they were 15. The usual hours were 8 a.m. to 7 p.m., or 9 to 4. Those, of whom I inquired, had felt no ill effects of any kind from the use of the sewing machine; most had been working for three or four years at it. One however, who was about 25, and had worked for 10 years at a sewing machine, said that she was certainly much weaker, and added that she could not now carry a pail of water as she used to do, and that she could never write after working; her hands were trembling as I spoke to her, though she was at rest. She did not otherwise appear nervous.

215. Mr. Frees, Spicer Street, Spitalfields, had at one time employed as many as 120 females in making men's payments on his own premises; his experience had convinced him that girls under 15 years of age were too young to work sewing machines, and that for machinists of any age the hours from 8 a.m. to 8 p.m. with the usual meal times, $1\frac{1}{2}$ or two hours, should never be exceeded; he considered that 14 or 10 hours of such work in the day, was, for the health and strength of most women, quite long enough. He stated the proportion of workers to be usually one master to prepare and four to finish for each machinist, the finishing being mainly taken out, and done at home. He knew that the people in their own houses frequently worked 16 and 18 hours a day, and believed that the tendency was now for the work to be done at home, as so many had one or two machines of their own.

216. Mr. Morda, Newcastle Street, Whitechapel. — Besides 3 men and my own family, I have 10 or 12 women here; they are all unmarried, the youngest is 13. Ours is a summer trade chiefly. We remake old materials, cut up trousers into waistcoats for example. I give a good deal out also. We don't go on more than the 12 hours here, but they are often working for 15 hours and more, for they take work home. They earn 8s. and 10s., and in the long hours 12s. a week, some of them.

217. Mr. L. London, Commercial Street, Whitechapel, stated to me that he employed sometimes as many as 25 or 30 females on his premises to do the "machining" for clothes, which were given out to be finished; the spring and summer was the busy season, but the hours there are from 6 a.m. to 8 p.m., or at the latest 9 p.m. He said that, as a rule, all workpeople of the class employed in the shop done in that district, being for the most part married women, so much preferred to work in their own wretched rooms to coming to a regular work-room, as to make it impossible to employ any number on the premises, except machine hands; the usual practice therefore was, and always would be, to give out the work to be finished, after it had been machined. The people, he said, were so accustomed to dirt at their own homes, that even the machinists, when he employed, made his room in such a mess, that he was ashamed to let any one see it, although it was cleaned only a week ago. One of his men said, "They go sloshing about with their 'busins and mowens, talking until the last moment," and then shove their things away anywhere and "begin work again."

218. [I asked a young woman, who was waiting here to take out some trousers to be finished, whether she preferred to do that part of the work only, or, as she had previously done, to make the whole article from first to last herself. She stated at once that she very much preferred the present plan, for she could earn more money, and had the heavy part of the work, the sewing, &c., done for her by the machine. This was said without any pressure on the part of her employer, of whom indeed, so far as I could judge from her demeanour, she did not appear to stand in any special awe.—H.W.L.]

219. A large employer of labour in that neighbourhood, and in other parts of the country, who had 10 women working on his own premises, all over 18 years old, stated his hours to be from 9 a.m. to 8 p.m., when the room was always locked up; with him good machinists frequently earned from 15s. to 18s., and hand-workers 10s. and 12s. a week without overtime. He said that he could never trust any of them with the work to take home at night, partly because it might not be returned at all, partly because, if it were, it was as likely as not to have become infested with vermin in the night. Those who did take the work out found security.

220. A. Hopley, Commercial Street.—I work this machine for mother; we make up trousers. I learnt it in Church Lane, Whitechapel; there are not more there now, than when I learned five years ago; I dare say half a dozen were there then. I was 13 when I went; I gave my time for 6 months for nothing. He got a good deal out of me for the teaching, but he used to give me a shilling now and then, if we did more than 70 pairs of trousers a week. Our hours were from 8 a.m. to 8 p.m., not later. I have earned 15s. a week at times since that; so I think I have got good by it.

I reckon that, with three finishers to help, we can make 12 pairs of trousers a day; that is, with my mother and sister and Mrs. —, they do the hand-work. We get 16d. a pair, and find thread. We do all our pressing at home.

When I say a day, I mean from 8 a.m. to 10 p.m. or thereabouts. We don't allow much time for meals at home, but generally take them as we work. At places where people go to work for the day, they have an hour for their dinner, and some time for tea. Sometimes we don't take three hours in all the week for meals away from work.

The machine is a great comfort; we want another, but this cost 11s., and isn't all paid for yet. I wish mother could get a Lancashire, 'Thames' is too light for our work; still we couldn't do anything like the number we do, if we hadn't this.

If we gave any work out, we should pay 6d. for making. Mother is responsible; she gives security for 20d. It is always better to have it done under your own eyes, if you have room; here is two hours' work to unpick and restitch this band of a pair of trousers, which we have had just now brought in; of course we must deduct from the pay of that woman; but if she had been here we could have seen at once that she was doing it wrong, so it would have been better for both. We could get work enough for 20, if we had room for them here, but we can't trust so many to take work home.

Takes, &c. We often work later than 10, sometimes 12 or 1, especially on Thursday night, for Friday is taking-in day; sometimes we go on all night, not every Thursday, but pretty often.

Loosen. [The room, in which this witness was working, served as the living and sleeping room for her mother, herself, and two younger sisters. Everything was very dirty and wretched, and the dress of the witness and the rest was scanty, soiled, and torn.]

Mr. H.W. Lord.

221. MR. TRELAWNEY, MARLBOROUGH MEWS, OXFORD STREET.

I have the entire management of this workroom for Mr. Nicoll (of Regent Street). You must not, however, take us here, nor the system which we pursue, as fair average specimens of the trade, for, in the first place, there is not another room like it—so good, I mean—in the whole of London; and, in the next place, we work on a different plan to most. Still I can tell you quite as much about the trade generally as about ourselves; for I have had experience in Liverpool, Dublin, and Glasgow, as well as London, and the same course is adopted in all.

The usual way of business is to have the work done on the premises where the shop is, or else taken home by the men to their own home; there is no middleman in my West End business, who takes the work out and distributes it to others, who in their turn provide workpeople on their own premises.

Female are never employed on the premises of the master tailor; where they are to be found is in the rooms of the men, who take the work out. They always make the waistcoats, and often the trousers; the coats are made by men; women also do the filling and other minor details.

Frequently as many as 5 or 6 persons will be employed by one man in one room, which serves for the sleeping room of the family, as well as the general workroom; others no doubt have two rooms, and use one of them only for the work; some have the whole house, and may have a lease of it, but the majority of journeyman tailor's work is done in one or at most two rooms, both sexes working together. In fact, two out of three work-places at the West End, even when they are on the premises of the master, are simply wretched.

The sewing machines are gradually getting into general use; some but females are employed on them. They give a great relief, and do all the heavy work; yet there was for a long time the greatest difficulty in overcoming the prejudice against them. Now there are hundreds of men in this neighbourhood, who have perhaps 3 or 4 hands and one machine, doing the work in their own dwellings for the shops.

When a machine is used, there will be usually 3 other persons employed, one to prepare the work for the machinist, one to press it after machining, and a third to put on buttons and to make the button-holes; the pressing is the man's work, the rest is usually done by women. The material is cut before it is given out.

There is no regular system of apprenticing the girls; the ordinary sewing, the filling that is, putting in the pockets and the lining, they pick up from their mothers or sisters at home. If a man has no family of his own, he will often hire a girl or two, who know a little about the work, to do that part for him. The machinists generally come saying that they have been taught at a place, where the machines are made, and they have often paid a premium for it; but in most cases they are quite unqualified; we have to teach them over again. I have tried 10 in a day and had to send them all away. I have lately taken one or two for a year, giving them 6s. a week for the first six months, 9s. for the next three, and 12s. for the last three. The fact is, that everything is still in a transition state in the trades into which these machines have been introduced. They have

There was, however, nothing especially offensive to sight or smell; the window looked on the wide part of Commercial Street; the room itself being on the third floor. The people had a cheerful tone about them, and were fully alive to the great advantage, which the possession of a machine, and the power of using it properly, gave them over their competitors in the trade.—H.W.L.]

revolutionized our trade, and so they breathe the trade, I believe.

One effect is a growing tendency to collect a number of machines in one building; they in turn collect a number of hand-workers to prepare and to finish, so that a factory springs up in time. I do not say that has yet become general in our trade; the development of the sewing machine is in its infancy. It is, however, what you see working here with us, but, as I said before, at present we are exceptional.

Another effect is, that the labour is so divided, and the machine work so good and so rapidly done, as to do away with much of the long hours of work that were frequent in former days. Our hours here are, for the six winter months, from 8.30 or 9.30 a.m. to 7 or 7.30 p.m.; in the summer six, from 8 a.m. to 7 p.m.; our chief pressure is in May and June, but our latest hour has been 11 p.m. in the two years during which we have had this place. We have never worked here three times in any one week as late as 11 p.m.; they never come before 8 a.m. On Saturday they leave at 6 all the year round, unless there is anything very special to prevent it. They take about an hour and a quarter for dinner, and half an hour for tea. Some go home; others live at too great a distance, so they dine here.

There are 8 men and 15 women here now; in the season there will be 35 or 40; at least two-thirds of them will be females; they are most of them young women from 16 to 25 or so. Some are paid by the day; we give some less than 12s. a week; the machinists have from 15s. to 18s. About one-third are piece-workers; their earnings vary from 14s. to 18s.; they are the smarter ones generally. I do not pay the day-workers extra for overtime; we generally arrange it as a sort of set-off against the half-holiday, which they are rather fond of taking.

I think tailors of both sexes have improved in moral character. There is not the drunkenness there was among them. The Monday and Tuesday used to be always spent on the "spree." Still I have had even here some of my best workwomen, fine handsome girls, and decently educated, bring bottles full of drink in their pockets, and clank them over the roof when they had emptied them. Others, however, are respectable, who work well and behave well too. The younger ones, at least those above 20, don't live with their parents; they generally have lodgings of their own.

I spoke before of the badness of work-rooms generally; even in coming here from Regent Street the difference is extraordinary, and yet we had rooms there in the front looking into the street. The health of our people is certainly better, my own niece among the number. There was a flower which, from it having belonged to one who died, we took especial pains to rear, but we had always to keep it outside the window, and it seemed to dwindle away; but it has been in this room ever since we have, and has shot up more than a foot quite vigorously here at the back of Great Marlborough Street. The great thing is, that we have a lofty room and good ventilation. There are also water-closets, washing apparatus, and a small place with a stove for tea and for cooking their dinners, if they like, set on a large scale, but a great comfort. There is nothing of that kind in the private rooms, where they usually work, seldom even pore water.

MR. ROBERT WELTHAM, 75, CANNON STREET, MANCHESTER. (Jan. 1893.)

222. *Mr. R. Weltham*.—I am a manufacturer of clothing and skirts; a great deal of my work is done by "outsiders," persons who take it home to their own houses; that is, I have, however, 78 working for me on these premises now; 65 of them are females; only two girls and one boy are under 14, and they are all over 12; there are 25 girls between 13 and 18.

The younger ones are chiefly employed in winding silk on the reels for the sewing machines, or in stitching lightly together the pieces of stuff, which are afterwards finished by the machine; others are making nets for the head. They are most of them the children of "outsiders."

Our usual hours are from 3 a.m. to 7 p.m., and 1 p.m. on Saturday; the latest we ever work is till 9 p.m., and that not more than two evenings in the year on an average, but that is uncertain; during one year we may not do so for more than a fortnight, and in the next we may be working for three months until 9 p.m. Our's is to a very great extent a shipping trade; I should say our hours are as long as any in the trade in Manchester.

They have an hour for dinner, which they take here; and half an hour for tea when they stay after 7 p.m.; there is a kettle for them and a fire.

If the trade could not meet the sudden demands of shipping orders in consequence of a limitation of the hours of labour of those under 18, I think that adults would be most probably substituted for young persons.

225. MR. AND MRS. BLACK, ROCHESTER.

We manufacture trousers for one wholesale London house, and employ nearly a hundred females on our premises, besides those to whom we give them out to be finished; they are three or four times as many; they work the button-holes, put on the buttons and waist bands, and hem the bottoms of the legs.

Our hours now are from 9 a.m. to 6 p.m. only, but usually they are from 9 a.m. to 8 p.m., with an hour and a half for dinner and tea; sometimes they stay half an hour or so later; on Saturday they usually leave at 12, but now they do not come at all on that day.

In this room* we have about 65, two-thirds of them are machinists; our youngest are the basters, four of them are 12 years old; they are paid by the machinist, whom they help; some of the older ones can baste flat enough for two machines; a machinist pays 2s. 6d. to her baster usually, so that one who works for two earns 5s. a week; the machinist has quite 15s. left on an average after paying her basters; the younger ones also press the seams.

The machinists are all 14 or 15 years old at least; you will find the most intelligent faces among them as a rule. We had stools made for them, but they prefer to stand to the Lancashire machines. Most get married after a time, and then leave us and take needlework home. We do not think that they are fit for the machine work after they are married, that is for physical reasons.

We have had this business for five years. At first there used to be very bad language used, but by suspending same, and discharging them on a repetition, we have put a stop to that. Nearly all come a distance of a mile, and many two miles, to work, so that they bring their dinners with them.

They have very little illness; we have no sick fund;

223. *Mrs. Ann Noden*.—Am a little over 13; have been here working for Mr. Weltham near 12 months; never worked anywhere before. Can't read or write; never went to any day school; go to St. Joseph's (Roman Catholic) Sunday school, but not regularly. Don't know what geography means; never learnt anything about different countries of the world. Come to work at 8 a.m.; have often stayed till 9 p.m.

224. *Ellen Keenan*.—Am 13; have been here a few months; was winder at a silk mill before that; didn't go there till I was past 11; so worked as full timer. Only went for a very short time to day school; go to Sunday school now, sometimes, but can't read; only learnt spelling there; can't write or do sums. London is in this country, England; Liverpool is not so far from here, I don't know whether it is on the sea or not. Can't tell you how to spell my name.

[I asked the two older sisters of the last witness, one of whom was more than 17 years old, how they spelt their names, but neither could tell me; neither of them could read or write. A young woman of about 20, whose name I omitted to ascertain, told me that many of the girls there could not read or write; most, however, of those of 16 years old and upwards to whom I spoke could read, and several appeared to be fair scholars.]

Let if any one of them is ill they generally contribute something for her. I found that they were suspicious of the fund not being properly appropriated, when a sum was deducted weekly for that purpose. They seem to have reason to be suspicious of employers, if what they tell us is true. I saw in the books of one that she had been charged 1s. a week for the use of scissors for 6 weeks, and then 3s. for the purchase of them at the end.

The basters seem as strong as the rest, but we always have the older ones and those who are naturally stronger for this work. The heat of the stove makes it necessary to have good ventilation in the trading room. We have had letices taken out in different parts of the wall, and gratings put in; the baste are 8 lbs. in weight; the heaviest work is turning the trousers inside out. That makes the arms ache. In the common material there is a great deal of bone dust. The tables and their dresses, are, you see, covered with it; that makes them very dirty, but has no further effect on their health.

[I examined about a dozen of the younger ones here; most could read, but very few could write. Two, however, who were 12 years old, could not read, nor could one of 14; she had begun work at 11, had been "to service" before that, and had never been to school. Another of 14 had begun at 8 years old to work at a similar place in Chatham. One girl of 16 told me she was earning often 25s. a week; she had worked a machine from 13 years old, and had been a tacker at 10. All whom I asked spoke of their health as good, and looked very clean and cheerful.—H.W.L.]

226. MR. JOHNSON, THE BROOK, CHATHAM.

I have sometimes 30 young women here; the labour has been to employ children to help the machinist by ticking, but I find that a grown woman can do enough to keep three machines supplied; so that, if three

machinists pay her 2s. 6d. each, she gets as much as she would by her needlework at home probably, and they are as well served, and pay no more, each of them, than they would to a child, while the child is free to

* In another room, where the best kind of work was done, there were 12 machinists and 7 helpers.—H.W.L.

Tailes, &c.
Chatham.
Mr. H. W. Lord.

go to school, when it ought to be, instead of working all day here, which is a great evil. They used to be paid only 1s. 3d. a week. I have observed that those machinists who stand to their work are more healthy than those who sit. I do not mean that either are unhealthy, but the balance is in favour of those who stand.

227. *Enquiry*.—An 13, have worked a machine for nine months; and have been three years here; can read and write; can earn 10s. a week between our regular hours of 8 a.m. and 8 p.m. We leave at 4.30 p.m. on Saturdays. I have always been very well; the machine does not tire me.

[This witness was slight and almost delicate looking, of particularly pleasant manners and appearance.]

228. At another factory in Chatham, a young woman, who had worked a machine for 11 years of age, told me that she had worked from 8 a.m. to 11 p.m. for three nights in the week before my visit. The employer had stated the hours to be from 8 a.m. to 8.30 p.m., and on Saturday 5 p.m.; but had afterwards complained of the inconvenience of pressure arising from orders of several houses requiring instant execution, as the frequent cause of great irregularity, and alternations of excessive work and slowness. From the manner of those concerned I was led to believe that I was not intended to hear about the "last week's work;" the machinist who "let out" about

it, was so evidently put forward to answer me that my suspicions were aroused, and from inquiries made elsewhere I found that that place had the reputation of being very late, when they had work to do.—H.W.L.

229. I also went over the Axe Brand factory (Messrs. Flavell and Housefold) with Mr. Sharp, the occupier of those premises, who informed me that the hours from 8 a.m. to 8 p.m. were very rarely exceeded, and that 9 p.m. and sometimes 10 p.m. were the extreme limits. More than 100 machinists besides hand-workers are employed here. Ventilation was obtained by means of openings, in the nature of shafts, in each of the long work-rooms, having a ventilating "hop-per" at the top; there were also wire gratings in several parts of the ceiling. The warmth and comparative closeness of the upper rooms, even with all these precautions, showed how necessary it is that some such system should be generally adopted, when many work together.

I learned that a school for the younger ones was tried here on two nights in the week during the winter months. About 50 attended on an average; there were various degrees of education among them; several could not read and more could not write. The clergyman of the district had also held an evening service in one of the rooms on one evening in the week.

Stroud.

230. MESSRS. HOLLOWAY, BROTHERS, STROUD, GLOUCESTERSHIRE.

I went over the premises of these gentlemen with their manager of the work-rooms, Mr. Gardiner, from whom and from Mr. Copeland, the general superintendent, I received the following information.

The works have been established for about 13 years. Nearly 150 females, of ages varying from 12 to 50, were employed on the premises; and the work given out afforded employment to several hundred more. Only trousers were made upon the premises, except in the case of a few who were making coats; nearly 40 machines were in use there, and some 20 more were in the hands of as many out-workers, who paid a rent for them. The hours were from 4 a.m. to 7 p.m., with an hour for dinner, and half an hour for tea; no overtime was ever made. Mr. Copeland stated that they could employ one or two hundred more, if they had them; as it was, they had to send material to Bristol and London to be made up. Very few were under 13 years old; they were helping the

handworkers; the youngest machinist was about 15. The helpers were usually brought by their own relations; in other cases they would be paid by those whom they helped, the youngest about 1s. 6d. a week; machinists earn about 12s., tailors 8s. a week, needles and thread being found for those who worked on the premises. Nearly all had been trained to the work in the factory. Each pair of trousers would pass through five or six hands besides the machinist, the lining being made and put in, the button-holes stitched, and the linings put on by different persons. Steam had been used to move the sewing machines, but was discontinued, as it was found that stitches often slipped without being noticed when the movement was so rapid.

Gosport, Devonport.

GOSPORT, DEVONPORT.

231. *Mr. Woodroffe, Gosport*.—I have had considerable experience of Government contract work and out-fitting generally, both here and in other places, Chatham, Sheerness, and Plymouth. There is no system of sweating or ill-treatment in any of them, and the employment in all is much alike; in all the work is almost universally given out; probably more is done here than at any other place. A few have some machinists on their premises; when they are paid by the week, they have 7s. 6d. or 8s. 6d.; when they work by the piece, the work is often more scamped, and so hastily run up.

Work is often given out by an agent from a country town to labourers' wives, who live in the neighbouring villages. Near Poole, for instance, where I had at one time a place for the distribution of work, they would bring their work in once a fortnight, earning about 5s. in that time. Women usually make the serge frocks, and the duck and drill waistcoats and trousers.

We should know if other persons were employed on the work than those to whom we give it out. A person familiar with the look of work can pick the

worker's name out as easily, as if it were written instead of sewed, to judge from.

232. *Mr. Mackay, Catherine Street, Devonport*.—I believe that it is an almost universal practice to give work out, both shirts and clothes. Among tailors and outfitters it is not unusual for a man to take out work, and to employ perhaps one journeyman and two or three apprentices. He may get from 3l. to 4l. a week, and pay them 1l. A waistcoat-maker can earn 1s. 6d. or 1s. 9d. a day with some help. Those who make flannel shirts can earn 6s. a week without difficulty, that is reckoning a shirt a day, for which 1s. is paid. Shirt-makers also employ sometimes four or five persons to help them, but very rarely, if ever, so many as nine or 10. Many will take an apprentice or two; they are girls of about 14 years old, and are paid 1s. a week for the first year, 2s. for the second, and 3s. for the third; after the third year they will earn from 5s. to 8s. a week according to their capacity and application.

[I obtained information from a variety of sources in Gosport and Devonport to the same effect as the above.—H.W.L.]

SHIRT MAKERS, LONDON.

Messrs. FOSTER, PORTER, AND CO., WOOD STREET.

Shirt-makers.

London.

Mr. H. W. Loeb.

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231. Mr. Beale (manager of work-room).—Our season is from July to October, and in the early spring for three months. We are now working only from 9 a.m. to 6 p.m.; in the season we work from 8.30 a.m. to 7 p.m. Perhaps now and then they go on as late as 10 p.m. for two days in a week; they certainly do not work altogether for more than one whole month out of the 12 until 10. Very few houses in the City exceed from 9 a.m. to 8 p.m., except on rare occasions.

We keep a staff of hands on all the year; now we have about 70; in the season we have as many as 140 or 200 here; and if we are pushed, as we are at times by shipping orders, then we employ out-door workers. All are paid by the piece; none reside on the premises.

Flannel shirt makers may earn 15s. a week in our house, if they please; some earn 25s. The white shirt makers, who are frequently wives of labouring men, often take work home with them; their's is hand-work; they earn 5s. Necktie makers earn 10s. and 12s. a week. The machinists are generally as yet younger hands. They are often taught where there are a large number of sewing machines, where they pay 10s. as a kind of premium, and give a month's work without wages; the older ones cannot turn so easily to a new occupation. Indeed very few can change. A shirt-maker cannot make a collar, nor a collar-maker a necktie. Many would sooner sit still than attempt it. There is a certain class of work for each, and they cannot get their heads out of it. We tried for some time to get shirts made at Witney, in Oxfordshire, where a great many persons are employed by us in their own houses as glove-makers, but we could not succeed, and gave it up.

Some middlemen give out their work to be done in the houses of the workpeople, paying them, it may be,

2d. out of the 4d., which we pay them. That price might be paid for one kind of flannel shirt. There are some shirts, this twisted regatta for example, for which the workwomen would receive only 1s. 6d. a dozen; but still nearly as much can be made out of shirts at that low price by a woman, who is accustomed to that work, as another will get out of shirts at 10s. a dozen; there is so much more work in the latter; the others can be run up in a very short time; and yet a good worker at the finer kind could not get the money out of the coarse sort.

We supply them with boiling water, but allow no cooking on the premises. The bell rings for dinner at 12, and for tea at 4; they have an hour at the end, and half an hour at the other.

I had a perforated ventilator put in all along the roof over the open space, which reaches from top to bottom of the building. That gives them air enough, but in cold weather they complain of the cold, as we have no means of warming the place. The needlewomen complain much more than the machinists.

234. A. B., machinist.—I have worked a machine for 7 years. Many can't stand it longer than that. I find it very tiring, even in our hours from 9 to 6. My eyes get dull after working long on dark work.

235. C. D., needleman.—I have worked a machine for 4 years. It is Thomson's; that is a heavy one. It has made no difference in my health. Some are naturally delicate; their eyes suffer, and they get very tired.

236. E. N., machinist.—I have worked a machine for 3 years, and am as strong now as when I first began. When we work till 10, I am very tired, but that is never for more than a day or two in a week, and then for only a few weeks in the season.

Messrs. MOORE, SON, AND DAVIS, ALDGEATE.

237. Mr. Metcalf, book-keeper, had been 30 years with the firm, and was familiar with the details of the shirt trade. It was customary for women to take out the material after it had been cut out on the premises, and bring the shirt back complete. Frequently one person, who had a machine at her own house, would do the stitching for half a dozen or more of her neighbours, who took the work out, and themselves did all the hand-work; that is, the putting together, hemming, making the button-holes, and sewing the buttons on. This was the men, both with flannel and white shirts. The price they paid these machinists would vary between 14d. and 30d. a dozen, so far as he could learn, and the average prices they received varied from 6s. 6d. to 7s. 6d. a dozen flannel shirts. About five persons had been employed upon the premises in Aldgate, but that was now given up. About 16 or 18 machines had been at the last time. None younger than 14 had worked there, nor had any under 12 been helpers. Their hours had never been longer than from 9 a.m. to 7 or 8 p.m.; for though some stayed at times till 9 and 10 p.m., they had not come till 9 or 10 in the morning. He thought that some were ever employed in the shirt trade under 12 years of age, except at home.

238. X. W., at Field Lane Refuge.—I take out shirt work from a shop now, and do it in my lodgings. I have been in a factory where a number are together. My sister is now at one in Wood Street. Their hours are from 9 a.m. to 7 and 8 p.m. My sister is a machinist; she earns 7s. a week now, but the work is dull, and will be so till the middle of March. They never work later than about 8 p.m. in any shirt workhouse that I ever heard of in London; but they let us take it home, especially the button-holing. I have often worked from 9 a.m. to 8 p.m. in the summer making shirts at home. I could make one and a half of the better kind throughout in that time, that would be all hand-work, fronts, and wrist and collar bands;

He stated the great cause for the existence of the class called sweaters to be, that it was necessary to have some responsible person who could give security for the goods they took out. This the workpeople were frequently, either from their poverty or their intemperance or improvident habits, wholly unable to do; while the "sweater," who lived in the same district with the workpeople, could easily protect himself from loss by giving out only a few at a time, and paying once or even twice a day, as often as they were returned; so that many lived literally from hand to mouth, obtaining possibly at the end of their morning's work enough to pay for their dinner, and so on.

He believed that the export trade was still in its infancy. A great tendency was manifesting itself towards doing slopwork generally in large factories in country places and provincial towns. He found that in parts of Essex, with which he was well acquainted, the farmers complained that their labourers were becoming independent and overbearing, because their wives and daughters now could earn good wages at needlework or the sewing machine.

For that work I should get 14d. a day, or thereabouts; that would be a superior kind of work, because there would be no machine work in it. I mean by superior a higher priced work and better material; for as far as work goes, the machine is as good as, or better than, hand-work, only many do not think so.

In the slop shirt work, where all the machinery is done for the shirt-maker, I have had no little as 14s. a shirt, that would be for putting together. I used to run them up very fast at that price, more than six a day certainly.

There are not any girls under 14 in the factories that I know of, but many begin about then. I don't think machine work suits all; my sister's health is cer-

shirt-makers. tainly nothing near so good as it was; it is the working with the feet at particular times that is bad; I mean at the monthly times; my sister has told me so.

London.

Mr. H.W. Lord

c.

259. At the house of a person in Hoxton who takes out flannel shirts for a wholesale City house, I found 10 persons employed in one small room on the second floor. The husband was cutting out, the wife working with the needle, and two daughters using sewing

Portsea, Plymouth.

PORTSEA, PLYMOUTH.

Messrs. E. & H. SEAGROVE'S, THE HARD.

240. *Manager of the Shirt Department.*—The ordinary hours in the trade for the few who work on the premises are from 9 a.m. to 7.30 p.m. They are very seldom later. We employ from 15 to 20 here; perhaps three or four besides ourselves have four or five persons to do machine work on the premises, and give it out to be finished. The mothers who do the work at home are often helped by their children, boys and girls of 6 or 9 years old.

In a day is a fair average for hand-workers, ma-

241. *Mrs. Joseph, Portsea.*—We can tell you all you want to know about shirt-making here, for I suppose we get more made than any other person in the district. It is all for the wholesale London houses; we take the orders from them, and give the work out. It is all home work. We have just one or two besides my sister and myself here, but what we do ourselves is a mere nothing. We have had 250 dozen a week done out.

No doubt people must work hard to make a living at shirt-making, and these sewing machines have ruined the trade for many poor creatures. Some are, so to speak, independent, but there are many wives left by their husbands, or orphans, who would have starved, but for the work we have given them. Since the American war the trade has fallen off very much, and everything, cotton and thread, &c., has become much dearer. We give cotton and thread, they find the needles. We have just paid 31s. 6d. for 5 lbs. of sewing cotton, which used to cost only 16s. 6d. a very few years ago. But the prices are very low, compared with what used to be paid in old times for shirts. We now get 4s. 6d. a dozen for what we used to get 18s., and sewing cotton found.

The shirt is never made throughout by the same person. One stitches, another puts together, and a third puts the buttons on and makes the holes; so they come into our hands, and go out again, several times before they are finished.

The little children frequently help their mothers, threading needles to save time, or doing some hemming. One woman with two little girls does for us a dozen twill or foretwill shirts in a day and a half; for that the pay is 2s.; that is only the putting together. One of our button-holers, a woman of 65, manages to earn 10d. a day, that is, to do two dozen. Another, a young woman, with her sister's help, gets through six dozen a day, and earns 2s. 6d. An average worker will do the button-holing and buttoning of a common shirt in 10 minutes; the better kind take a quarter of an hour; that is, for six holes and eight buttons. They can do fringed and trilled quicker than regular. One of our workpeople, a girl of 16, earned 3s. a week in eight hours a day at button-holing.

The Scotch and Irish both beat us in cheapness, and in beauty of work too, I must allow; all the high priced shirts for the wholesale trade are made there. The delay in sending so far is the only thing in our favour. They can do for 3s. 6d. in Londonderry, what we can't get done under 5s.; and I believe they pay the carriage too, 7d. a dozen, or at least half of it. I was offered shirts in London at 2s. 6d. a dozen lately, and actually could not take them, for the making and putting together would cost me 1s. 6d. at the very least, and the button-holing 6d., the cotton

machines. There were five hand-workers and one machinist, not members of the family. The youngest of these was a girl of 11, who helped her mother. They usually worked from 7 a.m. to 8 p.m., and very seldom were after 9 p.m. The machinists all preferred their work to ordinary needle work. The number of cubic feet per head was rather under 90.—H.W.L.

chicists with us get 10s. a week; they are not paid by the piece. The linen part of the shirts, that is, the front, the collar-band, and wrist-band, is machined.

We leave off at 5 p.m. on Saturday; the despatchers always later on that night. My wife's sister works for a milliner; they work till midnight as a rule on Saturdays, and always later than usual on Fridays; from 9 a.m. to 8 p.m. is usual; there are only three or four there. None live on the premises. Very few dress-makers or milliners have more.

3d., and the carriage one way 3d., so that there was no margin at all for profit. Indeed our profits are so small, that it is only quantity that pays.

The women who "make," give about 1s. a day, that will be for putting together half a dozen. They will do in Colchester for 3d., what we can't get done under 14d. The wholesale houses give different prices; one will give 2s. 3d., where another gives only 2s.

A few of the women who take our work home have apprentices, one or two. They will pay them 6d. a week for the first two months, and then 2s. a week for some time after. They are called apprentices; if they have any work to give them they do it, if not they sleep at home. They never live with them. One, I believe, has five or six; that is very rare.

I used, when very busy, to give out work in Chichester and Farnham, as many as 40 dozen a week. The shirts are often pawned, more for drink than from poverty. If a lot is kept over 14 days, it is always suspicious.

242. *Mrs. Cople, Plymouth.*—I take out shirts, stitch them, and put them together by machine; my sister helps. We employ four or five little girls to do the hemming; in the summer we have 10 or 12; they are from 12 to 14 years old; they don't work over the 12 hours a day; of course we pay them less than we should women; but if we didn't employ them, there would be nothing for them to do. No doubt the use of the sewing machine in our kind of work has diminished the number of needlewomen employed; but it enables those, who have them, to earn a living, which no one could at their needle without slaving, before that. The value of the machine is just this; I can do in two hours with it what would be a good day's work for me, if I had only my own hands. There are only two or three more in the place, who employ girls as I do.

243. *Mr. Gross, Whimble Street, Plymouth.*—All shirts are given out; very few who make them have more than one or two to help; some have little girls to hem; but not many have. The pay is very small at the best; we pay only 1s. for making a flannel shirt, and that is nearly a day's work, but some pay only 7d. and even 5d., then they have slip work put in, so that is done quicker.

244. *Mr. Jasper, one of the City Mission, Plymouth.*—Many of these women, who take out shirts and slip work, get four or five, some eight or nine to help them; they pay them so much a day; some no more than 8d.; 1s. is good pay. When they are pressed, they will work from 8 a.m. till 9 or 10 p.m. without any extra pay. Many of the rooms in the low part of the town are very dirty and small; you can scarcely breathe in them.

COLLAR-MAKERS.—LONDON.

MESSRS. J. & B. MORLEY, WOOD ST.

Collar-makers.

London.

Mr. H. W. Lord.

Q.

243. *Mr. Gibbons*.—We employ only about 40 or 50 women on the premises; they make gentlemen's linen collars. The whole of our shirts, both linen or cotton and flannel, we give out to be made; the better are made in London in private houses; but the others chiefly in the north of Ireland; that I believe is all cottage work. Those whom we employ to make our flannel shirts, own sewing machines, and have, I dare say, in some cases a dozen or twenty persons in their employment; others have merely the family. We require a householder's security, before we give them work to take home. The material is all cut here, and printed directions for making up are sent with every bundle.

I can speak of the shirt trade from a personal experience of 23 years. In that time the whole of our colonial and shipping trade has come into existence; formerly the class of persons who require the articles which we furnish, scarcely existed in Australia, New Zealand, or the Cape, and other places; now there are nearly all grades of society, and labour is so dear there, that it is better worth their while to have goods sent out from England ready made up; and the price they pay leaves a fair margin for profit on both sides of the water. The consequence is that the trade has been greatly stimulated, and there is in ordinary times a very far larger demand and production than there used to be.

It is a mistake to think that the condition of the workwomen has been injured by the introduction of the sewing machine. The same price is paid them now as was paid for some time before the introduction of these implements, and they are enabled by means of them to make more shirts in a given time. Nor is the number of workpeople more in excess of the demand for them than was formerly the case. Neither shirts nor collars are made wholly by machine; the side seams and button-holes, and nearly all the substantial part of the sewing is still done by hand. It is only the plain ornamental work that is done by machine; it is in fact applied to low-priced goods to relieve the worker. If the article were made wholly by machine it would cost more than it does by the union of hand-work with machine work. There is always sufficient work for good hands in London; we keep our employed all the year round, if only to increase our unfinished stock.

I do not think that late hours are at all common in the London houses, where collars and shirts are made on the premises; some may go on longer than we do; perhaps at times until 9 p.m., but even that is not

general in the trade, and certainly not necessary. We need to keep our workpeople here till 7 p.m., but we found it unnecessary, and so let them go at 6 p.m. It is a simple question of the amount of capital in the business; a sufficient stock to meet an unforeseen emergency will prevent any excess in the way of work; for the pressure with us is almost the same all the year round. We for example, keep 12,000 dozen unfinished collars in stock; but for some such arrangement as order for a thousand dozen would cover a month, if added to our ordinary production, instead of being washed and ready for shipment in a week, as we can now do; or else would involve overtime.

Our collar-makers here are all on piece-work; their earnings vary with their ability and their industry; machinists are rather higher paid than hand-workers; the latter might always earn 12s. and the former 15s. a week, if they pleased, but many do not earn every day now, they average four or five. Here are their respective machinists, you see, one earning 10s. 10d., another 14s. 6d., others 16s. 4d., 17s. 7½d., and 11; this is a slow hand-worker, she earns 8s. 10d., another 9s., others 12s. and 15s. Each collar passes through a dozen hands from first to last before it is ready for sale; eight or nine of them are engaged solely in the making; the hand-workers do the making preparatory to the machines, and also the finishing.

Their hours with us are from 9 a.m. to 6 p.m.; on Saturday they leave at 1 p.m.; they have an hour for dinner at 12 and half an hour for tea at 4 p.m.; they provide their own food. We give them water and attendance with conveniences for bathing, &c. All take their meals on the premises. They have a washing place and water-closet quite separate from the men, and a place to hang their cloaks and bonnets. We have taken some pains to have the room in which they sit properly ventilated; that is very requisite, for it is on the ground floor and generally lit with gas. We have had two nice shafts carried from the top of the room to the roof of our warehouse; there are windows also in the passages and other rooms beyond, which are left open, so as to create circulation of air without a draught. The room you perceive is warm, but not hot nor close. Were it not for these appliances, it would be simply poisonous. I fear that in too many work-rooms in the City, ventilation is still totally neglected.

We never employ young ones; few are even under 13; those to whom we give work out have children of 11 and 12 years old, I believe, to look for them; they pay them 8s. or 4s. a week.

244. MR. HELLABY, GRESHAM STREET WEST.

We work on the premises from 9 a.m. to 6.30 p.m., with an hour for dinner; those, or rather from 9 a.m. to 7 p.m., with another half hour for tea, are the usual hours in the City. If more work has to be done, they take it home to do. The majority, by a very great deal, of the City work is given out. It is done as cheaply and better by employing those who work out of our warehouse, for gas and rent are saved as. I need to have more than twice as many as I now employ here. There are from 40 to 50 of them at present; we keep them chiefly for special orders; the bulk of our regular work is done out. It is just the same whether it is collars or shirts or ties. All the women's work is paid by the piece; they earn 6s. and 8s. a week in our house; some machinists get 12s. and 14s. and even 18s., others won't earn more than half that; it depends solely on themselves.

The braces are made at the houses of the workpeople; that is very poor work; in fact they can't

earn enough in our houses, so they do it altogether at home.

Much of our work, shirts for example, we can get done better and cheaper in Ireland than in London; they are content to work for 10½ hours there, I am told, and earn from 1s. 6d. to 4s. or 5s. a week, at work for which our hands here wouldn't take less than 6s., and then only work our nine hours a day. They are certainly taught better to use their needle there than girls in England are. Many of the London needlewomen seem to come to a work-place merely for the sake of the warmth and the companionship, without any expectancy, and almost without any care, to earn much. At one time I tried to employ a large number in one building to make shirts; there were nearly 300, and I went to considerable expense about making it a good work-place, but before long I found it absolutely necessary to turn off all who could not earn more than 2s. 6d. or 3s. a week; and very nearly, if not quite three-fourths of them had to go.

Calcutt-eashers.

London.

Mr. H.W. Lord.

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247. *The Messenger*, who showed me through their work-rooms, informed me that they employed about 200 women on the premises, 90 of whom would be machinists; not more than one or two were under 13, and these were helping a mother or sister. He stated that it was very difficult to get them to stay at all longer than the usual hours, and that there was scarcely ever any need for them to do so. Work was also given out to persons at their own homes, some

of whom had as many as 4 or 5 machines; they also employed none under 13, unless it were their own children to look for the machine. His own experience led him to the conclusion that all the poorly paid work in the collar and in the shirt trade was home, and not factory, work, for that even the hand-workers in a factory could earn a fair weekly wage; button-borders, for example, were paid 3s. 6d. a gross.

248. *U. T.*, at Field Lane Refuge.—I get hands on to ladies' collars, that is paid 6d. a gross; I can do a gross a day in our usual hours, 9 a.m. to 7 p.m.; cuffs are 9d. a gross, they take longer; we find cotton. For flannel shirts we find both silk and cotton; I can do two of them in the day of 12 hours, 8.30 a.m. to 8.30 p.m.; those were our hours at 8—; we used five years ago to have 7d. a shirt, now they give only 4½d.; there were 200 women there. I have worked in a West End shirt house, there were 20 hand-workers and two machinists; I have had there 1s. and 1s. 3d. a shirt, and all the machinery done. I have

also worked at ladies' under-clothing; at that I used to make about 8s. 6d. a week.

The youngest of those at the factory, where I was, were making neckties, but none of them were under 16 or 15 years old; it was a good work-room, and the pay was at all events as good as most.

I have also been a button-borer; I could do eight dozen a day, and get three farthings a dozen, but that tried my eyes too much. I have been a glove-maker at Worcester; my sister is in a glove factory there now.

LADIES' UNDERCLOTHING.—LONDON.

MESSRS. SHARP, PERKIN, & CO., CHEAPSIDE.

Ladies' Under-clothing.

London.

249. *Mr. Ferris*.—We manufacture baby bloom and ladies' underclothing, including stays and skirts, but nearly all our work is given out. That is usually the case with wholesale houses like ours, and with the retail dealers who make their own articles also. We never have more than 30 working on the premises; at present there are only 20; but we furnish employment to I daresay four or five hundred persons out of the house; for we give work at one time or another to 30 or 100, each of whom will have on an average four or five working for them. Very few of them will have more than 10 persons, if so many, on their own premises at one time, but they may in their turn give out to others.

We begin work at 8.30 a.m., and for six months of the year leave off at 6 p.m. During three or four others we go on till 7 p.m., and for perhaps six weeks in April and May, and a shorter time in October, we go on later; even then 9 p.m. is our latest, and that not on an average, for sometimes, even in the busy seasons, they leave before 8 p.m. We close on Saturdays at 2 p.m. From November to January there is nothing doing in this trade; our hands come in and earn a few shillings, if there is any work for them; but we like them, for their own sakes, as they are paid by the piece, to get other employment for the slack season, if they can. When we want them, we know where to find them.

The youngest we have here is more than 16; we

use sewing machines; it is very seldom that a woman over 25 or 30 takes to them. We consider that two machines employ three persons beside the machinists. Machinists earn from 12s. to 20s. a week; plain needle-workers from 5s. to 10s. It is the ungentled workpeople, who keep earnings low in our business; so many are ready to take in work at almost any price, that helps them to keep up appearances; they do not, as a rule, do our best work.

I believe long hours to be unusual in the City work-rooms; as a rule the warehouses are closed early, and it would be inconvenient to allow the workpeople to stay after the rest of the premises is closed, even if they would stay if left to themselves. But the truth is that the increased facilities for communication in the last 20 years have materially shortened the hours for all manufacturing business and warehouses too.

The meal times with us are nominally 12 o'clock for dinner and 4 for tea, but it seems to me that we are going on nearly all the afternoon.

[The work-rooms, which are of very recent construction, were very clean, and though low pitched, seemed well ventilated by means of a large square opening boarded round into the stock room below; water-closets and washing apparatus were provided.—H.W.L.]

CHELTENHAM.

Cheltenham.

251. *Miss Curtis*.—I used to be saleswoman at the shop of the Provident Society in High Street, and there saw a great deal of the women who do plain sewing at their own homes. I am quite sure each person work much later than any do in establishments like Cordfish House. I knew one who had a sick husband; she worked from 8 in the morning till 11 at night on most nights last year; she was a good workwoman and quick, yet if she worked for the ordinary 12 hours a day without interruption except for her meals, she would not get more than 11s. a week. Indeed, it is not uncommon for those, who take work out, to work half the night. Some have little girls of 12 years old, their own or a neighbour's children, to help them; I do not think the children work more than the 12 hours, and I believe they have all been to school, for there are plenty of good schools here, and they are well looked after.

Where this home work goes on, the household

affairs are often very much neglected; but I think they have one advantage, the room is not so dusty as close and hot as those girls, who work together, make their work-room, by keeping every window shut, and stuffing up every place, where the air can get in. The women have often told me, when I have asked them how they could do, so many have to do without a fire on cold days, that the sewing makes them warm; if that is so, it must be because they don't make themselves so liable to take cold by excluding the air from their rooms, as those girls do.

Plain sewing has been very much neglected in the last 20 years; they are now paying rather more attention to teaching girls in the national and other schools how to use their needles properly; but no one, without taking pains to look into it, can have any idea of the ignorance of most women, who try to live by plain sewing; they scarcely know how to work, many of them.

STAY-MAKERS.—LONDON.

253. MR. W. THOMAS, CHELSEA.

Stay-makers.
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London.
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Mr. W. W. Lord.
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I have had an experience of 40 years as an employer of females in stay-making; our factory is at Ipswich, comparatively few stay factories exist in London, the material is cut out here, and sent into the country to be made up. We have not more than 10 or 12 girls in our stay department here; at Ipswich we have more than a hundred.

At one time, before the introduction of sewing machines, we gave employment to some thousand people; most of them worked in their own homes; filling up spare time and not wholly dependent on what they earned. The material was distributed from Ipswich and other places as centres through the surrounding country districts; carriers used to collect the stays and bring them in every week. We do not now employ one-tenth of that number. That reduction is not caused by the sewing machine, it is the combined effect of several changes in the trade; one great cause is that the cloth is woven double, and, by means of thread binders and reels fixed in the harness of the loom, the stitching for the bones and cords is dispensed with; indeed it is only required for seamings, goring, and binding, and that is done by machine; the only part done by hand now is the sewing round the hooks and putting on the gaffing. Another reason is that stays are made so much lighter than they were, when women fancied they wanted support in the stays.

I do not think that the introduction of sewing machines has of itself at all diminished the number of persons employed in any trade in which they have been adopted. If I were to want the same amount of work done, in the same time, and for the same price, as 40 years ago, I could not get it done; and no doubt girls are far better paid as machinists than they were 40 and even 20 years ago, when needlework was all done by hand. Every machine maker is still sending out weekly a number of machines; there is a demand for persons to work them; the machinists thereby become more independent of her employer.

I think it imperative on employers to consider the health and the morals of the women when they em-

ploy. A mixture of the sexes should be avoided as much as possible, and I think that women work best under a manager of their own sex. I have never employed a man in our Ipswich factory. In my opinion good sanitary arrangements have more effect than anything else with the working classes; there are many very unsuitable work-rooms in London, and in the country as well.

About half of our girls at Ipswich are machinists, and the other half preparing and putting up in the warehouse; a few scrape the bone and wrap it in paper or lacquer it in the stay; they also put in the eyelet holes, and the fastenings for the bodice in front. Whenever I go down there, which is once in three or four weeks, I make special inquiries about their health, and I find as a fact that sewer machinists are absent from illness more than the other class. There is one thing worthy of notice from a sanitary point of view, which affects others than sewer makers. All persons who work on articles which have been "stiffened" in Manchester, suffer frequently from the bad air now used in the process; it is worse with fastenings, muskings, &c., than with neckers, satens, and such materials that stay-makers use, but even the latter, particularly in moist warm weather, give out a vapour very offensive and injurious; the girls say they feel unwell, and think it is the dye that makes them so, but it is nothing less than actual decomposition, the oxidation of the animal matter in the dye; I have suggested to the stiffeners using sulphate of zinc as an antiseptic, but they will not; some put salt in, but that makes the fabric damp.

They begin to learn the machine as soon as they are strong enough, some at 14 or 15 years old; they are paid by the piece; their earnings vary very much, one getting 12s. or 14s. a week, another perhaps at the next machine not more than 4s. or 5s.; many do not care to earn more than that, living with their parents, and perhaps keeping most of what they earn, as pocket-money or for dress. Their hours are from 8 a.m. to 7 p.m., there is nothing in that respect I believe in the stay trade that requires correction.

253. MR. STEPHENSON, MONKWELL STREET.

I can give you no accurate estimate of the number of women employed in London and its neighbourhood in stay-making, but they must be very numerous. Some, like ourselves, employ large numbers; there are many more journeyman-masters who employ perhaps half a dozen, in our very busy times we have as many as 110 at work here.

In places like ours the hours, wages, and nature of work are all much the same. The usual hours are from 9 a.m. to 7 or 7.30 p.m. There are three times of especial pressure in the year, January, Easter, and July, the first and third being after the half-yearly stock-taking of the wholesale houses, and the second for the export trade. That pressure lasts from a fortnight to a month each time, and while it lasts, work generally goes on till 10 p.m., never later, I should say.

They are paid in most cases by the piece; the earnings of average machinists in the ordinary hours vary from 10s. to 17s. a week, and those of needlewomen from 6s. to 12s. Our plan is to keep on our old hands all the year round on full work, and turn off the new ones, when we don't want them. I should think we discharge about one quarter of our total, when the work becomes slack; others may turn off nearly one half; another plan is to keep all on, but to put them all on short time.

They begin to work at 14 years old, or even younger,

I do not think any of our's are under 13. The youngest start the eyelet holes with the stamp; the needlewomen mend the corners, after the machining is done, or put the bask in, and do the binding. Each machine keeps two or three needlewomen employed. The introduction of the sewing machine has certainly not reduced the number of hands employed in the trade; its effect has been to cheapen the article produced, and thereby to increase the consumption of it; the business, stays of this kind, which used to sell for 35s. 3d. a dozen, now sell for 21s.

We use the Lancashire machine, not Thomas'; ours require only one foot to work them, the workpeople either stand or sit as they please, each has a stool. We do not teach any their work; at some places they are taken on the terms of giving a month's work for nothing; that is especially with the little men; a clever girl will learn in half a dozen lessons. They are often taught, where the machines are sold, and pay a small sum, from 6s. to 10s., for so many lessons. For the needlework part no special teaching is needed.

The machinists can turn to muslin-making, when we get slack. When they understand how to use a machine at all, they can easily learn to use it for different purposes. I don't think the extra wages they get over the needlewomen go in the shape of better food; they dress better; every spare sixpence goes on their back.

MESSRS. HELBY & SON, PORTSEA.

Portsea.

254. Mr. Helby, Junior. — We employ a large number of women in the manufacture of stays. Part of the work is done by sewing machines, we have from 45 to

60 of them; they all are on the premises. We also have 8 or 10 girls who "finish" here, but the finishing is for the most part given out to be done at home, about 200

Stay-makers.
 Putnam.
 Mr. E.W. Lord.
 c.

are employed in that way by us. There are two or three other stay manufacturers besides ourselves in this neighbourhood; I believe we employ the most of any. The system, the hours, and the wages are much the same with all. They are paid by the piece, and work from 8 a.m. to 8 p.m., or rather from 9 a.m. for many don't come much before that. Our machine hands have constant employment, they earn from 5s. to 12s. a week; beginners have 4s. or 5s. only for the first 12 months or so.

We have lots of apprentices, but not more than two in a dozen can learn the machine properly; they do not pay any premium, the others teach them, they learn in

about two months. Very likely their teachers expect some gratuity; I know that a man, whom we employed, used to exact something from those he taught; we sent him away.

They begin at about 13 years old; I think many of them marry; we have only one so old as 30 here. They are strong and healthy girls. We have a good room for them to work in, and all live off the premises. It is good exercise for the muscles, if it is not too long. All have stools, if they like to use them, so that they sit or stand, varying the position as they please. The material has changed in the last 20 years, they used to be of leather, but now morino is used instead.

Bristol.

BRISTOL.

355. MR. ELLIS, OLD MARKET STREET.

Conducted me over the whole of his stay factory, stated that he employed as many as 500 females altogether, nearly 200 of whom were on his premises, about 70 of the latter being machinists. Their hours are from 8 a.m. to 7.30 p.m.; occasionally they may have to stay as late as 10 p.m., but he reckoned that not to occur more on an average than once in three months for a night or two. He used to be later, but had found late hours to be on the whole decidedly disadvantageous to himself, and injurious to those whom he employed; at that time he had fewer machines than at present, and consequently had been obliged to keep those which he had, longer at work, in order to meet the demands of an increasing business. Very few machinists were under 16 years of age; they were not apprenticed, but came for a week or so as learners, either giving work for nothing, or paying a fee of about 10s. to be taught. After that

they were paid by the piece; some of the experienced ones earn 16s. and 17s., the average being 12s. a week. Four or five to whom I spoke were between 13 and 15 years old, they were preparing whalebone; these were the youngest, they had all been to school and could read.

Mr. Ellis considered it to be to his own interest to take measures to ensure the health of his workpeople; he had all the rooms whitewashed once or twice a year, the closets were "bucketed" every morning, and the windows on one side of the room were always kept open; I found this to be the case, though we went in without notice. Each had 1d. deducted from her weekly wage to pay for medical attendance, Mr. Ellis himself adding 1d. in every case. Mr. Payer, the medical attendant, stated the health of the girls to be very good.

356. MESSRS. LANGRIDGE, TEMPLE STREET.

The subjoined information was given me on the premises of this firm, but, through a misapprehension, without their knowledge. I subsequently read it over to them and obtained their sanction for it.

About 300 females are employed on the premises, 140 being machinists; none are employed under 15 or 16 years of age, except five or six who are about 12 or 13, and are engaged in "costoning" or drawing threads, by means of a wire through the goods to form supports. The hours are from 8 a.m. to 8 p.m., with an hour for dinner; some go home for that meal, but the majority stay; they have half an hour for tea, which is always taken on the premises. On Saturday they pay from 2.30 p.m. and all are off the premises by 4 p.m. Work is given out in some cases, but speaking generally the stay is finished throughout, as well as machined, on the factory. The men give their hands

a treat every year, paying the expense of their nithey fire and their food.

[The Messrs. Langridge added to this, in answer to me, that they were satisfied that the health of the machinists was far better than that of those females, who were formerly employed in stay-making; and they thought that the sewing machine, by requiring a superior intellect for its management, had developed a higher class of workpeople in the trade.]

Manchester.

MANCHESTER.

357. MESSRS. GUTHRIE & JONES, BACK GEORGE STREET. (FEB. 1863.)

The hours here were from 9 a.m. to 9 p.m., but 6 p.m. was said to be more often than 9 p.m. the time of closing. 95 persons were employed, 8 being male adults, the rest females, 79 over, and 8 under 18; the youngest was 12 years and 9 months old; she and another were engaged in pressing the metal spindles on to the stays with a hand press; these earn from 4s. to 5s. 6d. a week. All are paid by the piece; those who work the sewing machines earn from 10s. to 16s.; skilled hands would average 14s.; the women employed in scanning and casing, which is coarser and harder work, get 7s. 6d. or 8s. for their week's work on an average.

Nearly one half stay at the works for their dinner; when they work till 9 p.m. they have their tea on the premises, where a stove and boiler are provided.

Some of the girls prefer the treadmill, and some steam

power for working the sewing machines, the former having the advantage, as some considered it, of standing instead of sitting, and so admitting greater freedom of action.

Mr. Guthrie told me that in his opinion the application of steam to work the machines was more wasteful of power, as each machine must in either case have one girl to mind it, and the difference in rapidity of useful production was not very great.

Good hands were very scarce; Mr. Guthrie had advertised several times, but still had more than a dozen machines idle, though there was work enough for them. He had been lately taking three or four at a time from the sewing school for the unemployed mill-hands, and drafting them off to machines as they learned the work. Under these circumstances the hands worked much as they liked.

MESSRS. W. GARGETT & CO., GROSVENOR STREET. (FEB. 1863.)

None under 13 were employed at these works, when I visited them; six were under 18, and 41 adults, there being only 3 males. Their hours were from 8 a.m. to 9 p.m., with an hour and a half for meals. These were very rarely, if ever, exceeded, and then only for half an hour or so.

238. *Mary Bates.*—I worked at several other places before I came to Mr. Gargett's; always at a sewing machine, but for a different class of work. I

have been sewing ticks at a machine from 6 a.m. to 10 p.m. for three weeks together; we were not usually so late there. At another place I have worked from

6 a.m. to 10 p.m. on stays several times a week, but not for several weeks together. I was about 16 years old when I was working from 6 to 10.

239a. *Miss Hall*.—I am head cutter-out for stays here. At another establishment I have worked, before I was 20, from 6 a.m. to 10 p.m. for a week at a time in the summer. I don't think I did that for more than a month in the whole year. That was only a few years ago. There is no special season in

the stay-making trade. Here we never work over time to speak of. Children under 13 are not employed to any extent in this business; it is too heavy; at some places they have one or two to strap the eyelet holes. The shaking of the machines is very wearying. I can't say that I know of any particular effect of it. They drive them by steam instead of a treadle at some places. This cutting out heavy stuff tires me more than working the treadle; it makes my fingers ache so.

Stay-makers.

Porters.

Mr R.W. Lord.

c.

SKIRT MAKERS (CRINOLINE).—LONDON.

259. *Mr. C. E. Willson, MONKVELL STREET.*

In the busiest time I employ more than 300 women here, and in my factory in Whitecross Street, making collars and crinoline skirts, beside a large number who take out those and other kinds of work to do at home. The other kinds are chemise caps, mantles and cloaks, quilted skirts, children's jackets, belts, and braces; some of these are manufactured on the premises. Many of those who take our work out, will have other persons to assist them. The leather ends for the braces are stamped out here, and given with the cloths, which is made at Lekeoner or at Home, to be sewn on by the people at their homes. So also the belts are given out to have the buckles and ornaments fitted on. That is work of a very low kind, done about the Golden Lane district, in places where it would not be safe to go without some protection.

The hours for our collar makers are from 9 a.m. to 7 or 8 p.m. They may go on till 9 p.m. in March and April. The crinoline hands also usually average from 9 a.m. to 7 p.m.; from December to February they leave at 6, but from March to May they will generally go on till 9, and perhaps once a week till

10 p.m. They are very fond of being as late as they can on Friday; sometimes they will stay till 12, and would be later, if we allowed it; that is because we pay on Saturday, and they give over then at 8 p.m. They are paid by the piece. We used to pay by the day, but we find that we get much more work, and they get much more wage, at piece-work. The same machinists, for example, to whom we were paying 10s. or 12s. a week, now turn 12s. or 20s. in the same hours. The average earnings for hand workers, both in crinolines and in collars, is 12s. a week.

The skeleton skirts are made on blocks. Machinists are employed to put the tapes on to the staff skirts; these are then also mounted on blocks for the purpose of having the flat steel inserted.

Sometimes we may have a few girls of 14 or so, who come to learn, working a month for nothing, but there are none such now; most, if not all, are over 16. They have a tea room. The factory is always whitewashed in the spring; there are two water-closets and plenty of water.

Skirt-makers (Crinolines).

London.

260. *Mr. HURRELL, VINE COURT, MOOR LANE.*

I employ as many as 130 young women in the season; their hours then are from 9 to 9, perhaps they may stay till 10 p.m. for three or four evenings in the whole time; the usual time for leaving is 7.30 p.m., except in our very busy times. Some of them are as young as 12 or 13, but most are over 16. The youngest earn about 4s. a week, the others 10s. and 12s., but some not more than 7s.

The state of education among them is very low I fear; in that room, where some 20 of all ages from 12 to 28 are working, I should say scarce three can read and write. I had occasion a few days ago to ask them all to sign a paper about coming to work at fixed times, submitting to be searched, and other matters, and though all agreed readily, I had to sign for about 30. I have offered to provide a teacher for them for

an hour twice a week, but none will take to it, they don't care about it. In America 19 out of 20 in such a place as mine would be able both to read and write. If there were a low compelling a certain degree of education it might be good in the end, but many would suffer at the first and for some time.

I take pains to have the work-rooms clean and comfortable for them; in the summer I give them all a picnic.

One girl of 15 could not read the word "shilling" in large print; another, who could read, told me that she knew of several in the room, who could not. An errand boy of 15 also could not read; they were all clean, well-behaved, and intelligent.]

MANCHESTER.

AT MESSRS RYLANDS AND SONS' WAREHOUSE. (Feb. 1862.)

262. *Mr. Rylands, sen.*—I speak with some experience of the subject, for I have had to do with some 2,000 hands in the various businesses which we carry on for 20 years and more, and I can safely say I have never known an instance of injury arising from length of working hours.

There was perhaps a time when the operative required protection against his employer; things are now tending to the other extreme, and before long the employer will rather require protection against his hands. I do not refer to trades unions or any such thing, there is indeed nothing of the kind with us; what I mean is the growing independence of and dislike to anything beyond ordinary work. The

enough, but machine work is too much for me; I am well, when not working the machine, at least much better; but I have never been very strong, when I have been working at the machine, I split blood. I do not find standing at all more tiring than sitting for machine work. I had quite as soon stand as sit, and so would many. I have also worked at collar making, the room there was very small and crowded.

Saturday half holiday, which is now almost universal here, is an illustration of my meaning. For my own part I think as long as every day and no half holiday would be far preferable, it only encourages idleness, if not mischief.

Matters of health, ventilation, cleanliness, and the like I consider very fair and proper subjects for legislative interference; many workplaces are very unhealthy, in our class of business as much as in any. Masters and men seem alike reckless of the value of life; they don't care, though the conditions of earning a high rate of wage involve disease and death in 20 years or so, if only the earnings be high, while the power of earning lasts.

Manchester.

Skirt-makers
(Crimlines).

Manchester.

Mr. H.W. Lord.

c.

As far as regards education, I think the scheme of some preliminary educational test would work well for every kind of business; it is the appearance of inspection that creates antagonism. I am no legislator, but I should say that the employer might fairly be required to have a certificate, signed by some competent person, produced to him by the parent or child, before he employed any under some fixed age, 13 or so; and employment without such might even be made penal on the employer.

Whatever restrictions are imposed, should be made as general as possible; to comprehend, that is, all children employed in any way in trades or manufactures, and the inspectional system should be avoided as much as possible. An inspector, who is a kindly disposed and well educated gentleman, can get almost anything he wishes done by the manufacturers, but those qualities are not always there.

263. *Maria Corvan*.—A year or two ago I was working at a sewing machine in a garret in Red Lion Street from 6 a.m. till 9 p.m. generally, and sometimes till 10 p.m. I was making tacks and got 6s. 6d. a week; the machine was worked by a treadle, not by steam as those at Mr. Rylands's are. Some of the girls there could scarcely stand when the day's work was done, they are so tired; there were five or six others there about my age or rather older. I was 17

then. My father took me away, he thought it was doing me harm. Here I earn 8s. a week, and have to work only from 8 a.m. to 6½ p.m. I am paid by the week. I dare say I could earn 8s., if I were paid by the piece, for I should work harder.

[Mr. Rylands accompanied me through his premises, which are spacious, clean, and well ventilated. From him and from various persons, forewomen, work-women, and girls, of whom I made inquiries in his presence, I learned that the youngest children were employed in winding for the sewing machines; there were some as young as 13 and 14 working such of those machines as were moved by steam. The hours 8½ a.m. to 6 p.m. were observed throughout the establishment; but it was a very frequent practice for the milliners to take work home to finish; they were most of them above 18 and paid by the piece. Some in the week before my visit had earned 26s., by working late at home.

The females had separate waterclosets, and water for washing was laid on upon every floor.—H.W.L.]

H. HOPE & Co., 19, CHURCH STREET.

254. *Mr. Henry Hope*.—My numbers are now only 44, but in our busy seasons, spring and autumn, that is, we should have nearly 80, besides "outsiders," those that come to us for work, which they do at home. All my hands are females but the errand boy; three are under 13, the youngest of them is 10 years and 3 months; she has not been here three weeks; she is sewing buckles on to stiff waist bands or belts; several of the young ones do that work.

There are 14 under 18 years old; some of them pin the tapes on to the crimline skirts, which are afterwards sewn by the older ones at the sewing machines; all at the machines are over 18; the rest of the younger ones are either making sets for the half or busy tape.

Our usual hours are from 8.30 a.m. to 7 p.m., in which time they have an hour for dinner; but for six months in the year we are very generally working till 9 p.m.; never beyond that hour. When I first started in this business, a few years ago, and had not so many sewing machines, we used often to go on till 10 p.m.; that is still done here, I have no doubt, wherever there are only a few machines.

265. As more than a year had elapsed, since I obtained the foregoing evidence in Manchester, I requested Mr. Colles, the Sub-Inspector of Factories for that district, to ascertain for me, whether steam had in the interval been more generally adopted there as the motive power for sewing machines. In reply I received a letter from him, of which the following is an extract.

My dear Sir, Manchester, 3rd June 1864.

I have to-day paid a visit to several sewing machine places for the manufacture of crimlines, &c. I find that power is introduced into very few places in Manchester for working sewing machines. Out of the four places I have visited this morning only one employs power, and that not for the purpose of moving the sewing machines,† but for propelling machinery for covering the steel in the crimlines with cotton; which operation comes under the Factory Act. The places I visited to-day are,—

256. *Messrs. Ewins and Peel*, Dole Street.—Employ about 40 females. Working hours from 8.45 a.m. to 9 p.m. Sometimes when busy the females are kept until 10 p.m. All piece work. Average age of females from 12 to 23. The rooms are close and are very small.

267. *Elizabeth Hall*, worker at a sewing machine, said "I am 14 year old; I can read and write; I work here from 9 o'clock in the morning until 9 o'clock at night, sometimes until 10 o'clock. I used to work at Falschaw's. [This firm is now extinct.] Some females used to work there all night. I used to be kept until 11 o'clock at night."

268. *Mr. Thomas Kirk*, Little Lever Street. Employs about 150 females. Ages from 18 to 41. Hours of work from 9 a.m. to 8.30 p.m.; sometimes, when busy, until 10, but not later. Rooms large and tolerably well ventilated.

269. *Mr. David Barker*, Stevenson Square. Employs about 50 females or so. Working hours from 8.30 a.m. to 8 p.m., sometimes until 10 o'clock p.m.

* One of them told me that she had earned 16s. 6d. in one week in this way.—H.W.L.

† The writer had, in a previous letter, mentioned one watercloset besides that of Messrs. Rylands' which I visited, (No. 253.) as having steam power used for this purpose.—H.W.L.

‡ In 1863 Mr. Kirk, who then employed fewer on his own premises, informed me that his busy season lasted from December 19 March; and that for about 6 weeks of that time they worked from 9 a.m. till 10 p.m. for 2 or 3 nights in a week.—H.W.L.

but never later. Age of females employed from 12 to 30.

270. *Elizabeth Bentley* said, "I am 12 years old; I cannot read; I sew up the crinolines. I come to work at 9 o'clock in the morning, and work until 8 in the evening, sometimes until 9 o'clock, but never later."

271. *Elizabeth Driver* said, "I am 15 years old. I work at sewing machines. I come at 9 in the morning and go home at half-past 8 in the evening. I used to work in Swan Court. Used to work there until 9 o'clock. Some girls used to work all night at that place. The rooms in this place are small, but tolerably well ventilated."

272. *Messrs. E. Hodges and Co.*, 15, George street. Employ about 200 females. Average ages from 12 to 20. Working hours from 8 a.m. to 8 p.m., never later than 10 p.m. Rooms large and well ventilated.

MISCELLANEOUS.—LONDON.

274. *Miss Gregg*, Monkwell Street.—I employ girls in making chenille nets for wholesale houses. I have employed in and out of doors as many as 50; 28 work on the premises, half of them on alternate days. On the days when they are not here, they work at home. The youngest I have here are over 10 years old; it is work, which a child of 7 can do, and often does at home, in fact more netting; but such young ones require too much looking after, and spoil their work. My hours here are from 9 a.m. to 6 p.m., and I give them work to take home which will last them till 8.30. I also give out work to be done wholly at home; I have constant employment for them; we have not been slack a day for three years.

They are very ignorant, not one-half can read. I had no idea until I took to this business that people were so ignorant. They soon learn the work; one, who has been here only four months, is now earning 6s. a week. They are learners for about a fortnight,

AT THE NIGHT SCHOOLS FOR GIRLS, ST. MARY

275. P.—I am nearly 13 years old; I make neck ties at a place by Bunhill Row. There are 10 of us, I am the youngest, the rest are not much older. I work from 7 a.m. to 7 p.m. for three days, Monday, Wednesday, and Friday, because we come here to school; on the other three nights we go on till 9 p.m. to make up the hour we lose by coming here; we work till 9 on Saturday just the same as other nights. The proper hours are from 7 a.m. to 8 p.m.; I have never been later than 9 p.m.

Another child of the same age as this witness, a "dress cap maker," gave me a similar account of her hours.

276. Q.—I am 13, began at 12 putting the steel into crinolines; our hours are from 9 a.m. to 7 p.m., and sometimes to 8 p.m.; there are quite 40 or 50, then but only three or four so young as me. I made neck ties at 10; there were six girls where I was at that; we worked from 9 a.m. to 8 p.m.

Another had begun at 8 years old to sew tapes on skirts for crinolines; she worked at home then, and usually from 9 a.m. to 3.30 p.m.

277. R.—Am 11, help mother at home making women's caps; began at 7 years old, have two sisters who are older, they help too. We begin to work at about 10 a.m., and, if we are busy, don't leave off till 12 at night for three and four nights in a week.

278. S.—Was making collars at 10 years old, generally worked from 9 to 7, but often stayed till 9 p.m.; only a few there.

279. T.—Began to help collar making at 10 years old; often worked from 7 a.m. to 8 p.m. for several nights, not later; generally earlier, 7 p.m. and sometimes 6.

280. V.—Am 14, make fancy trimming at home,

I hope these brief notes will be of service to you. I know the class of workers in whose behalf the legislature might more properly interfere than those sewing machine workers. Females all young and some very good looking, working all day in crowded ill ventilated rooms, and then turned out at 9 and 10 o'clock at night, and sometimes later, into the streets of Manchester. All with whom I conversed to-day, employers and employed, agreed that this state of things ought to be remedied.

H. W. Loe, Esq.

Yours very truly,
ROBERT W. COLES.

273. In another letter, dated May 27th, 1864, Mr. Coles says "great complaints are from time to time made to me by the smallness manufacturers here (Manchester), who are under the Factory Acts, that some of their best hands are constantly leaving them to go to such places, (i.e. where sewing machines are used, where the hours of labour are unlimited."

and then begin at 1s. 6d. or 2s. a week, and so on; most are on piece work. A fair average worker can earn her 9s. a week; some of mine have earned 15s., they would have to work at home less for that, perhaps till 2 or 3 a.m., for they will work much more slowly, as they get more tired; I know our work takes double the time, after we light up. Most live at home, and pay their mothers for their keep; some girls of 15 I have had who paid their mothers 8s. a week, and had to dress themselves, so that they were obliged to work long hours. They often take Monday as a holiday, and waste their time here. In the summer they sometimes will come at 6 a.m., that is when they want their evenings to themselves.

[A young woman here told me she had worked at a warehouse where more than a hundred were employed in net making, some as young as 11; the hours were from 9 a.m. to 7 p.m.—H. W. L.]

CHARTERHOUSE, GOLDEN LANE, CREEPLEGATE.

have always been at home; began that at 11 years. Fringe making was the first work I was put to; I was 4 years old then, I used to smooth it; we worked about the 12 hours, but did not tire ourselves.

Another had begun fancy trimming at 8½ years old, and worked from 9 a.m. to 8 and 9 p.m.; several others were employed with her. A third, who was 16, worked from 9 a.m. to 11 p.m. twice a week.

281. X.—I helped mother to bind shoes at 8 years old; now I bind myself. I am 14; I often work, when we are busy at home, from 6 a.m. to 9 p.m.; I never worked, when I was 9 or 10, longer than from 6 to 6.

Another told me that she began at home to make linings for boots at 6 years old.

282. Y.—Am 14; began at 10 to tack for hat machine, usually worked from 8 to 8; sometimes work the machine now, not more than six hours in the day; have always been at home.

283. *The Mistress of the girls' evening school, Golden Lane.*—In reply to your inquiries I beg to say that the girls' evening school, Golden Lane, contains about 200 pupils, and I think that I should not be very far wrong, if I said that not more than one-third of these were able to read, write, and cipher, when first admitted, the remaining two-thirds are being able to say the alphabet.

This state of ignorance is a matter of astonishment to me, for upon inquiry I found that there was not more than a dozen, who had never attended a day school. Whether they attended these day schools regularly is another question. The age, at which they attend night school, is on an average from 9 to 15; age is no

Shoe-makers
(Crinolines)
Manchester.
Mr. H. W. Loe.

c.

Miscellaneous.
London.

Miscellaneous.

London.

Mr. H. W. Loeb.

c.

standard of ability, as frequently the younger know more than the elder ones.

The majority are employed during the day from 8½ a.m. to 7 p.m. in the various shops and manufactories in the neighbourhood. Some few work at home with their parents, or mind the younger children whilst their parents are out at work.

I cannot help observing that there is a marked difference between those who work from, and those who work at, home, the former being much more neat and clean in their general appearance than the latter.

The general tone of character is superior, owing, I should imagine, to their being subject to greater restrictions, whilst those who remain at home are more vulgar in their habits, being more exposed to bad example, and being more in the streets.

I can hardly draw a comparison between those employed in the factories and those who are employed in domestic work, as there are not more than eight or ten who are at service, and those, I am sorry to say, attend very irregularly, their excuse being that their mistresses cannot spare them.

AT THE FIELD LANE REFUGE.

285. S.K.—I am now sewing straps on to elastic web for breeches, that is all home work; the lowest price is 2d. a dozen, that is what I get; I can do three dozen in a long day from 8 a.m. to 8 p.m. Many very little ones do that work, children of 5 and 6 years old. I have a sister, who is only 10, and has worked for three years at that and better; she can earn 1s. 6d. a week. They put the fastenings and ornaments on to belts, that is 3d. a gross; I can do two and a half gross a day.

I was a shoemaker from 11 to 15 years old; I used to mend a dozen children's shoes a day; for that I had 9d.; that was all done at home. Since then I have been a sister at a shoe factory, where there were 35 females, all of them 16 years old and more; I had 8s. a week there, and for only five days, for the employer was a Jew. Our hours were from 8.30 a.m. to 8 p.m., not ever much later.

I have also worked in a shirt factory where the hours were 8 to 8. We were paid 5d. a day, I could do two a day; cotton used to cost me about 2d. a week, that is for two shirts.

286. Q.P.—I began to make neck-ties at 9 years old; that is 15 years and more ago; but I had been at cloth caps for more than a year before that, and used to earn 2s. 6d. a week helping two sisters, not my own. I used to run the linings, and put the crowns in; that, and the ties too, are still done by children quite as young, only the pay is not so good. I have worked at ties ever since, except one 18 months.

287. At a belt and brace maker's in a court leading out of Golden Lane, to which I was taken by the Rev. M. S. A. Walcott, I found five females working, one a girl only 7 years old; she worked there from 8 a.m. to 8 p.m., sewing the leather ends on to elastic web, for which she was paid 6d. a week, and a halfpenny for pocket money. Her elder sister, who was between 12 and 15, had worked in the same place for five years. She was receiving 1s. 9d. a week; a third, who appeared to be about 20, was earning 2s. 6d. a week, she had worked there for 14 years. The employer seemed a decent, hard-working, kindly woman, and sent her own daughters to school, employing them only on the half holidays. She was, so to speak, "the lady" of the court, and gave out work to several other persons, who lived in it.

The busy time for ties is from March to July, and again from October and part of November. I have been where 16 girls were working, most of them little ones, some under 12; we used to work from 9 to 9, but we often took work home, four nights out of the six, and till 4 a.m. often enough have I gone on at home. We were paid on Friday, and used to make Saturday a holiday. We got 5d. a dozen for stitching, and 4d. a dozen for plain work; I prefer the plain, for I can do four dozen a day of that to only three dozen of the other.

In the warehouses where they make neck ties, the usual hours are 9 a.m. to 6 p.m., but they usually give it out. The youngest who work, where there are many together, are at least 11 years old; they have the ends, and are paid by the week 3s. and 3s. 6d.

* For 12 of that 18 months I was apprenticed to a waistcoat maker, there was only one there; the hours were generally from 8 to 8, but we used once a week to work all night; on other nights we were never after 8 p.m. I used to have 6d. for myself, when we worked all night, I had no other payment, I stayed with her for six months after my time was out, and had 7s. a week; but I was always hauling after neck ties, and so gave the waistcoats up, though I believe I could earn more at them, but a waistcoat is so long about that I got tired of it, before it is finished. I suppose it was being used for so long to get through three or four dozen ties in a day, that made me feel that.

Hatters, &c.

London.

HATTERS, &c.—LONDON.

MESSRS. TOWNEND, LINE STREET.

287. Mr. James Townsend, who conducted me over his factory there, stated that the women employed in such establishments in London are few in number, and generally 20 years old and upwards, 16 each being then on his own premises. Their occupation consists chiefly in sewing the silk used for the ordinary black hat into the shape required for blocking, and in lining and putting on the binding and fastening the inside band, and occasionally in sewing the linings, and other parts, of light hats for summer wear, or for the colonies. This work is however done usually at home, as is the case to a great extent with cloth caps, and children's fancy hats and caps. The greater proportion of felt hats and caps are made in

the neighbourhood of Stockport, and the Lancashire district, where for binding and ornamental stitching of soft material sewing machines are in general use. The houses in Line Street are from 9 a.m. to 7 p.m., and to stay as late as 9 p.m. is considered an extreme case; 12s. and 12s. is a fair average earning for the week.

Messrs. Townsend have also a factory near Stockport, the hours there are 10½. About 160 females are employed, 40 of whom are under 18 and some few between 12 and 18; half of those work in their own homes and the other half in the premises. The education of the younger ones is said to be neglected.

MESSRS. PRITCHARD, STAMFORD STREET.

288. Mr. Pritchard, and his foreman, stated to me that the busy season with them lasted from about the middle of March until the end of June for gentlemen's silk hats, and again from September to November for ladies' fancy hats (silk and felt). At those times females employed on the premises

worked generally from 9 a.m. to 9 p.m., and scarcely ever later; at other seasons they would begin between 9 and 10 a.m. and leave off at 7.30 or 8 p.m. Those hours they thought were rarely exceeded anywhere in the trade in London, except perhaps in the case of some who take out the "odd jobs."

for the best West End houses; where the connexion was with country rather than town houses the hours had been reduced in the last 15 years, particularly by the rule adopted by carters, such as Messrs. Sutton, to receive no parcels after 4 p.m. Thursday was the latest day, because the goods were sent to the country on Friday.

Most of the female's work was done at home;

288. *Mr. N. Marks*, Clifton Street.—Children's caps, both cloth and fancy, are usually made in the houses of the work-people; some persons in the trade have a few employed on their own premises, but that is not the rule; they are got up as cheaply, that it does not pay to have room and gas wasted on them, to say nothing of the trouble of looking after them.

Very young children of both sexes are employed at home to help, some as young as 7; they can stitch the lining and sew the cardboard in; very few come ever to school. Sometimes a woman who takes out work, and has no children of her own, hires one or two, paying them 1s. or 1s. 6d. a week. The work is very poorly paid; even in the last five years the price paid for making has fallen to half what it was; these backward bodies, which used to be paid at the rate of 11s. a dozen, now fetch only 5s. 6d.; the shapes are hot-pressed, not sewn, and a wire put round to preserve the form; some of the commonest kind are sold by the retail dealer as low as 4½d., so there cannot be much profit for the maker.

290. *Miss FA*—(same as No. 261).—I have made

J. E. & W. CHESTY, CANAL STREET, STOCKPORT.

292. *Mr. Walsford Christy*.—We have 570 persons in our employ on the premises: of them, 3 boys and 28 girls are under 14, none of whom are under 10; 29 boys and 74 girls between 13 and 18; 170 men and 66 women. Beside these, a large number work for us at their own houses.

The females are employed to bind, line, and finish the felt hats. All the girls under 13 go to school every morning, and come here at half-past 12; they never stay after 7 p.m. They leave at 1 p.m. for about an hour for dinner, as the rest do, but as the national school to which they go is over at 12, they run in for half an hour's work before dinner. We pay the school penny. A record of their attendance is kept by the schoolmistress in a book provided by us for that purpose, which is sent in weekly for inspection. All the work is by the piece. Their work is chiefly, lashing and "piecing off" for the trimmers and other women. Lashing is sewing the leather band, which is inside the hat round the edge; piecing off is cutting off the ends of the thread, which the binders leave, after they have sewn the binding on. We use a good many sewing machines for binding; adults and some older girls work them: some of the younger ones fasten the binding on lightly, preparatory to its being sewn by the machine. The little ones earn 1s. 6d. or 2s. a week; a good learner may get 2s. 6d. We don't apprentice any; they pay a small sum as premium to the women who teach them. Most have been with us from childhood. It is a clean and respectable business, and well paid. Trimmers may earn as much as 1l. per week; 14s. and 17s. is by no means uncommon.

We are making none but felt hats here at present; there are two busy seasons of about six weeks each, spring and autumn, but in slack time also we generally work to stock, so that the work does not vary so very much for the whole year. We turn out from 300 to 700 dozen a week.

The girls and women are very well behaved, their moral conduct is good; we should always send away any girl, who had an illegitimate child, but there has not been a case for ten years past certainly.

As the girls under 13 have so much less to do than the women whom they help, it is always easy for them to get through in the afternoon all the lashing and piecing off of the hats, on which the women have been

Messrs. Pritchard employed only 8 women on the premises, but twice that number out of doors; none whom they had been under 20, but some might begin at about 15 to sew the crowns or to line; those who served the binding on the tops would be older, as that work required more experience and was heavier. The sewing machine had not been anywhere adopted for silk hats.

men's cloth caps, that work is all in the Jews' hands; there were only two of us girls, and a younger one to help. I began with working from 7 a.m. to 9 p.m. at that, but I left it off in a week, and took 8 a.m. to 8 p.m., for I couldn't stand longer hours; my employer made no objection, for I was paid by the piece.

291. Another manufacturer of boys' caps in this neighbourhood, who employed 30 on his own premises, told me that such cases were rare. Some had begun to work there as young as 9 years old; they were hired and paid by the men whom they helped, there being three or four children to each man. They were very ignorant, girls of 18 and 20 being unable to read. A woman who took out work for Mr. Marks said that she had two or three girls of 10 or 11 to whom she paid 1s. 6d. a week.—H.W.L.

working in the morning, as well as what they do in the afternoon too.

The usual hours are from 7 or 8 a.m. to 7 p.m., and on Saturdays till 4 p.m. In very busy times some may perhaps stay for an hour later, that would not be in more than two or three months, and by no means every night in the week. We had a very exceptional order some short time ago for foreign shipment under peculiar circumstances; in the four or five weeks, during which that was on hand, the women worked sometimes till 9 and once or twice till 9½ p.m., but that was altogether out of the ordinary course. The children did not stop then.

One of the boys under 13 is in the warehouse, the other two are errand boys for the men, who pay them, by an arrangement among themselves, about 2s. a week. The rest of the lads whom we have here are in the warehouse, or apprentices. We deduct a third from the apprentices' earnings, but even that leaves it too high; that led, to whom you were speaking is only 17, and his full earnings last week were 1l. 12s. 6d., and so he had 1l. 6s. 6d. for himself, he is a plinker.

Plinking is the chief employment of those who work for us outside. Formerly we used to give out the fer to the work-people, who, besides plinking, "bowed and basined" it at home; you will find that still does so in many places. But we now do that by patent machinery, and give them out the hats "ferred" as it is called, ready for plinking. They work generally in sheds at the back or front of their dwellings. They are obliged to have plenty of ventilation to make the steam off. All the family work, girls as well as boys, beginning at 13 or 14 years old. They bring their work in once a week and are paid then, that is called "padding" day; they don't do much on that day generally; some of ours have one day, and some another. I don't think that working long and late is a habit with them. A family of four or five persons will earn 8l. and 6l. a week.

The patent machinery which I mentioned is worked by steam power, the patent is ours, no one else in the trade has any thing of the kind. There are 18 or 20 lads engaged in connection with it. It is in the same premises with our mill where we make our silk plush and lining. That portion is under the Factory Act, and though the other is not, we always observe factory hours; the same engine turns both sets of machines.

Hatters, &c.

London.

Mr. H.W. Lord.

c.

Stockport.

Essex, &c.
Suckport.
Mr. H.W. Lord.

You may say generally the work consists in blowing and forming fur, and carding and planking wool, that is to say, making felt hats.

[I found all the arrangements here very good for the health and comfort of the work-people; all whom I examined could read, and generally read well; the boys attended school on Sundays, and night school, or Mechanic's Institute in the winter, and had been to day school before beginning to work.—H.W.L.]

293. In company with the Messrs. Christy, I visited several of the sheds where the planking was done "out." In most of them there were large openings on three sides, with a sliding shutter; one place, however, was a mere cellar, the floor of which was five or six feet below the foot-way, with only a door and one small window open. Two men and three girls were planking here; the steam was disagreeable, and

on a hot day would have been much worse; the girls had been weavers in a mill, and hoped to return to it, if they could not get taken on as trimmers at Messrs. Christy's, which they much preferred to either. They considered that planking was not "nice" work for women. This appeared a genuine feeling, though I found several, one only 15, but a very healthy looking girl, at the work; the great damp caused by the steam and slopping of the water, and, when they were not all members of one family, the working side by side with the men, would account for this. No one however spoke of it as being unhealthy, nor did any, whom I saw, seem to have suffered from it. One boy, as young as 10, was beginning to plank with his father, who was in full work; he could not read, and had never been to school, and could only reach to plank by standing on a stool. Such a case, I was told, was rare.]

Oldham.

OLDHAM.

294. Mr. Woodrow.—Hattings is a long established manufacture in Oldham, and we represent the oldest house there. Hatters generally work for the house their fathers worked for; it has been so with three generations here. We have only one under 13, a girl who is learning trimming, and three or four young women close upon 18, who do the sewing, lining, &c., most of them are women. We have only one apprentice under 18, the other five are older. Our number is limited by trade rules, two apprentices to ten journeymen, and one for every succeeding ten. The apprentices are strictly bound by formal indenture, and we are so much in the power of our men, that their sanction is required for every apprentice we bind; two of them have to come in as representatives of the shop and witness the binding.

All classes of hands in hattings earn very high wages. Here is our wage book since Christmas; there is not a young man of 24, earning 4*l.* a week, another an apprentice, aged 17, who has for himself 2*l.* 2*s.*, one-third being deducted by us from his gross earnings. Even women earn 2*l.* a week, and girls under 18, 7*s.*, 10*s.*, and 15*s.*, you see. They are all on piece work, and piece themselves as to hours; they come between 7 and 8 a.m. or later, and stay till 8 or 10 p.m., if they like. On Mondays they don't come till about 10 a.m., and on Saturdays generally leave at 1.

We are in our busy time now; the women, however, do not stop, I think, after 10 p.m., the men go on till 11 and 12 p.m., some of them. All the different branches depend on one another, and if one is lay or absent, others are kept waiting or idle. We suffer as much as any of them for the delay; for example, the "tipper" or shaper is the highest paid workman, he gives the final touch after every thing else is completed. A good tipper will turn us out not much under 16 dozen hats a week, of the value from 80*s.*

to 100*l.*, we reckon at least 300*l.* a month. Now they often choose to absent themselves, perhaps for some days together, their work gets in arrears; we have paid those who have been employed on the previous process, and consequently so much of our capital is locked up.

When hatters hats were worn, the roughing or napping was done out, as well as the felling and body-making, which are still done in the cottages of the work people to a great extent. We make hats of all kinds, materials, and shapes. That is our reason for the irregularity in our hours. Fashion gives us no notice now; 30 years ago shapes were permanent, and we could work to stock; now they vary from season to season, and everyone wants the latest.

There is, I think, a very marked improvement in the whole population of Oldham in the last 25 years; hatters have partaken of it as well as others. The fathers are a lower stamp of men than the sons. The brutal life that men used to lead, and be proud of, when I first came here, is gone. One great thing is the improvement of their dwellings. I dare say the enforced cleanliness in the factories has something to do with that. Another thing is the Sunday school. It may not teach them much, but I am persuaded it is the main thing, that holds together such a society as ours is. The very pride they all take now at Whitenside in the rivalry between the different Sunday schools is beneficial. No doubt there are yet very many among those, who dress themselves in finery, and walk in procession with their gay parades, who are really very ignorant. For all that, it is a great social advance. What we now want is some force from without to prevent any from being employed, who can't read and write; at all events under a certain age. It would be the wisest and finest thing the legislature could do.

Salford.

SALFORD.

295. Mr. Eeklegh.—Very few young ones are employed in our trade. Of 195 male and female on our premises only 15 are under 18, four boys and 11 girls; three of the boys are merely errand boys. We have 60 women over 18, and the 11 under are not far short of it. Their work is binding and lining chiefly. All are paid by the piece; the women's wage will average at least 8*s.* a week, taking the year round. They are a

very respectable lot. In the 25 years I have been in the business we have only had two or three go wrong. As to hours and meals they do just as they please; it fact there are the masters so far as that goes. In the spring which is our busy time, the steady ones will work from 8 a.m. to 10 p.m., but many don't come till 9 and 10 a.m., and those who come latest generally leave earliest.

Bonnet-shape
and Bonnet
Makers.

BONNET-SHAPE AND BONNET MAKERS, &c.—LONDON.

296. Mr. HARDING, ALDERGATE STREET.

I employ about 100 females in making bonnet-shapes on the premises, and 300 more out of doors. Tuesday 25 of the 100 may be under 13; they are

hired and paid in most cases by the older ones, whom they help; except a few, who merely put the tickets on. In their own homes many begin the work at 10 years

of age; they sew the wire round the crown, and sew the front on to the crown, after it has been placed by an older one. None who do that here are under 11.

Those who are under 13 never stay after 8 p.m.; from 9 a.m. to 8 p.m. are their hours; the older ones stay at times till 10 p.m., and sometimes don't come till 10 a.m.; they leave on Saturdays at 4 p.m.; some take work home. There is very little done, either here or at home, on Monday. The season in the trade is from February to May, and again from August to November, but we work to stock, and so have constant employment for most; that is not general.

They earn good wages; the older ones 18s. and 21s.; even the helpers sometimes 6s. and 7s. Four of the young ones are trimming with scissors the crowns, after they have been hot-pressed or "turned." One, who is only 10, earns her 3s. 3d., and two others, who are older, 6s. 11d. and 3s. 6d. last week; another of 15 earns 11s.

Many of them are quite ignorant; even young women, who earn 12 a week, can't write their name.* There is one of 14, who earns 8s. and 5s. a week, she cannot read a letter. I am trying to teach her; she is quite the reverse of dull—so are many—only utterly neglected; frequently the children of parents

who earn good wages, but spend all in drink, the mothers as well as the fathers.

I keep a servant, to whom the grown-up ones pay 22 a week for cooking their meals, washing their cups and saucers, &c. All done here; they dine in four parties between 12 and 1.30 or 2 p.m.

Those who work at home are very irregular. Monday is always wasted, and they don't begin really to work till Wednesday. They bring in every day, and we pay the out-door hands at 1 p.m. on Friday, so that probably they are often late at work in the middle of the week to make up their time; many are married women, and like to have a day to clear up; sometimes they will have a strange girl in to help, particularly to bring the work in, but it is usually kept to the family.

Willow bonnets are also made at home; there are none so young at that. The price paid for them varies very much, and it frequently is the case that more may be earned in the same hours on the commoner than on the better kind; of this kind, for which 3s. 6d. a dozen is paid, they can make two dozen in 12 hours; but they would not make one dozen of those at 5s. It depends chiefly on the width of the row; here there are 40 rows in the brain alone, all to be carefully sewn; those are 15s. a dozen.

297. MR. MARRHAM, 9, OLD STREET ROAD.

Informed me that willow bonnet making was peculiarly a London manufacture, and that not one-tenth of the persons engaged in it were employed away from their own homes. The females, who were on his premises came there merely for convenience, and were under little or no control of any kind; they were not there 12 hours a day, and earned from 18s. to 18s. a week. Three of them had each an apprentice,—the youngest there from 15 to 17 years old,—who paid so pence, but gave their work for three months in return for being taught. Those who came out to

work did not reside with their parents, but kept themselves. He did not think that even in their own homes children of 9 or 10 years of age would be of any use in making the bonnets. He had recently employed several under 13 years old, two as young as 7, for a few weeks to put busy edges on to bonnets. They worked there from 9 a.m. to 8 p.m., earning 3s. 6d. to 5s. a week, and did the work very well. Many could not read at all; even girls of 15 could not. Such employment was always precarious and of short duration.

298. MR. SPENCER, STEWARD STREET, SPITALFIELDS.

I employ about 50 females on the premises, either in sewing, or trimming, bonnets of willow or marilla cloth. The willow is woven in the country chiefly, especially at Alconbury, in Wiltshire, in pieces of about 3 feet 6 inches, by hand-loom in cottages; girls and women weave it, having little children of sometimes 7 or 8 years old as cowers to lend them the strips which form the web; the warp is fastened over the beams with cotton ends, each being separately tied. The marilla cloth consists of a warp of cotton with a web of marilla grass; the grass is dressed here by men just as it is; then, after being dyed or bleached, it is given out to be woven in the neighbourhood by a process similar to the willow weaving; the cloth is then brought back, cut out diagonally with scissors into strips, which are sent

and slayed by the hand, and sewn together to form the bonnet, as the straw plait is.

None of our bonnet sewers are under 20, there are a few learners from 14 years old upwards; they will be cutting and doubling the strips. Our hours are from 9 a.m. to 8 p.m.; in the spring and the fall of the year, when we are most busy, they stay till 9 p.m., but very rarely, if ever, after that. They are all paid by the piece; many earn 16s. and 18s. a week. They are very independent, and often take a half-holiday on Monday, going off at tea-time, 5 p.m. My difficulty is to get enough to come to work here; plenty are ready to take work home, but they dislike the fixed rules and regularity of a work-room, and are much too fond of singing places and dancing saloons, and such places, which are the causes of incalculable mischief to young women of that class.

MESSES. ALLAN & BADGER, CHEAPSIDE.

299. Mr. Lathbury.—I am very familiar with the straw bonnet trade, in fact I was born among it in the country. Most straw hats and bonnets are made in Luton or Dunstable, in which places there is a market for the straw plait brought in from the surrounding villages. They make them of all qualities there; only the best kind are made in London; in fact, though the London manufacture has not diminished, the manufacture in the country has increased beyond all proportion. In London all is taken home by the work-people; some will take out work for as many as 40, and may employ 10 or 12 on their own premises. Few, if any, are under 14; they average at least 20 years old. The younger ones sew the crowns of bonnets down to the gore; they have blocks at their side or in front of them for the purpose.

The hat or bonnet is also stiffened or wetted, and pressed or blocked; that is men's work generally the latter always; they are finished by "wipers and liners," who are women; the wire is put round the edges to preserve the shape.

From 10s. to 25s. may be fairly earned by straw bonnet hands, working away from 9 a.m. till 8 p.m. We have young women employed on the premises here, but they are milliners. April is their busiest month, but March and May are heavy; from 9 a.m. to 10 p.m. will be their latest hour then; they do not work so late as 11 p.m. four times a year. Some 16 bonnet makers in a warehouse at Luton, will have, I expect, to work for me there nearly all to-morrow night, but such a thing is very rare. They will not be little ones.

300. Miss Ffowd, Powell Street West, Goswell Road.—I employ 8 in making straw and crinoline

bonnets, they sew the plait, and form it to the requisite shape, it is then sent out to be blocked by

* Some boys of 12 or 14, who were helping the "crown turners," were said to be equally ignorant. They are paid 2s. a week.

Bonnet-shops
and Bonnet
Makers.
London.
Mr. H.W.L.

men. The youngest here is 15 years old, she is finishing and trimming, there are three others so engaged; I don't take apprentices; some take one or two, they pay a guinea, if they go for six months, and nothing if for a year.

From 9 a.m. to 10 p.m. is the longest time that may work here, some take work home. It is very light

work, but still it is very tiring to sit so long, the shoulders get very cramped and the fingers very sore. All is piecework, some kinds 1s. 6d. and others 2s. a dozen, and the 2s. is sometimes more easily earned than the 1s. 6d. They bring their meals and cook them in the kitchen.

C.
Bout and
Shoe-makers.
London.

BOOT AND SHOE MAKERS, LONDON.

301. MESSRS. HICKSON, WEST SMITHFIELD.

The boot and shoe manufacture is still in the unsettled state occasioned by the introduction of sewing machines; employers have scarcely yet determined whether it is better for their interests to have a large number of machines on their premises, or to give the work out to men having perhaps three or four machines, and employing 10 or 12 females in places of their own. We for three years had more than 60 working here, the majority of whom were machinists, but since last Christmas we have adopted the other plan, and now have only 8 machinists and 4 or 5 hand workers on the spot.

Many of these who used to work for us here have bought of us the machines they used, paying back by instalments, and now take out our work; several of them have been enabled to add other machines to those, and so become in their turn capitalists on a small scale. We believe that the work is done for us better and cheaper by means of such persons. It does not appear to answer so well for them to have only one machine; with three or four each machinist can confine herself to work of a particular kind, and thereby the time of adapting the machine to a change of work is saved, and the worker by continued practice becomes more skilful. Probably as much as a third of the "women's and children's" sole trade is done by garnet makers; one man taking a particular part, and making nothing else. Sometimes they buy the skins anywhere, and sell the manufactured article to the dealer, at other times they may take the skins out from the warehouse, and return them in a manufactured form.

The tendency of things in London is not towards collecting large numbers; that is being done, to a greater extent in provincial towns, such as Leicester, Norwich, and Northampton. In the latter place, however, there are many small masters; one to whom we send work does his 13 machines, and will consequently employ about 80 persons altogether, reckoning three handworkers to two machinists, which is the usual proportion, though with us it is less, as we have taught our machinists to do much more than is ordinarily done by machine.

We were nearly the first to adopt machines in the trade, and consequently had to teach our hands; most began at about 15 years old, one or two were younger, one was as young as 13½; several of them had come as helpers, to go on errands, to haul, and to do other light work at 12 or 13 years old.

Before sewing machines were used, though women were sometimes "closers," the majority of hand closing for men's uppers was done by men "closers;" females were employed as binders; they used not only to put on the binding, but to close women's uppers, to sew the holes for laces, &c.; they were usually widows or daughters of journeymen, and did not depend solely on their own earnings. But now, in the sole trade as opposed to the bespoke trade, so much is done by machines that there are comparatively few binders, and they have not constant work. They live at home. Carpet and leather slippers are also made in private families, chiefly by Jews in the east of London. That is all hand-work and very poorly paid. Binders' wages were also very low, before machines were used

to bind, 6s. or 7s. being the most they earned in a week; now machinists earn twice that sum. Many a machinist earns on an average 18s., and some of ours have been paid 28s. and 30s. for closing; they will get 10d. and 1s. for work, for which we paid men cleaners 2s. 6d. and 3s. 6d., but they can do so much more in the time.

Our hours are from 8 a.m. to 7 p.m., the machinists come half an hour later; on Saturday we leave off at 4. For two months of the year altogether, perhaps for two or three weeks at the spring, and again at the fall of the year, they stay till 9 p.m. [One girl told me that she had stayed as late as 9 only once in the whole of the past year.—H.W.L.] All are paid by piece except the helpers; the handworkers in some cases—the fitters that is—earn as much as 18s. a week in our ordinary hours, but their average is 10s. or 11s. They are basters, tackers, or fitters; the fitter uses a knife and press with her fitting last, the others a needle; both prepare before, and finish after, machining, but the fitter is employed on men's and best women's boots.

We now adopt the plan of paying the machinist only; she pays her own baster, and finds her silk, thread, and needles. Many girls never succeed with machines, we have had four or five give up from pure nervousness, one broke eight needles in one morning. Their health is generally very good; we have repeatedly had women go on to within a day or two of their confinement without any ill effects; one however, who had a tendency to consumption, could not go on; the doctor considered that the stooping injured her; one or two more we have had complaints of head ache, and one, who has notwithstanding worked for eight years, of the eyes suffering. On the other hand we have one nearly 50 years old, who works with powerful glasses. It is very important that the gas jets for the machines should have a screen to shade the light from the eyes; it is also necessary, where a number of machines are collected, to have proper ventilation, for, as each machine must have a separate gas jet, the room becomes very hot and unwholesome; even with the few machines we have now in each of our rooms, they sit on these cold days in the evening (Feb. 11th) with the windows open. There is one evil of a system of giving work out, that the rooms will be ill adapted for workrooms. Long hours of work also would be likely to occur in such places; we, for example, should prefer to close our place at 7 p.m. as usual, and if pressed, send the work out to be done, so that they might perhaps work in such places half the night through for us. We see a tendency that way already.

We do not think steam power applicable to our work, the difficulty of checking the speed is so great, and it is necessary to be continually stopping, or at all events slackening; indeed their hands are constantly on the plate, it is not like the long straight seams of trousers and great coats.

301a. [The girl who worked this machine told us that she thought she could not go on at it from 9 a.m. to 9 p.m., as she had done at Thomas's, that had made her very tired, but it occurred very seldom, and her health had not suffered in any way.—H.W.L.]

MESSRS. J. JOSEPH & SONS, SKINNER STREET.

302. About 100 females are employed here. The machinists do their own knot tying, so that children are not employed. I saw none under 16 years of age. Mr. David Joseph allowed me to examine several of

the workpeople in a separate room adjoining their workroom. Their evidence with regard to the effect of machine work upon their health I subjoin as it was given. The hours are, for nine months, from 9 a.m. to

7 p.m., with an hour and a half for dinner and tea, which most take on the premises; for the other three months, which is the busy time, from 8.30 a.m. to 7.30 p.m.; that is the utmost at any time. They have generally two days holiday at Christmas, a day and a half or two days at Easter and at Whitsoever.

305. *Miss Hillier*.—I have worked a machine for three years. I was 18 when I began, it gives me a pain in the chest; the pain goes off in the morning always; I don't feel it more in the winter, when we burn gas; it is worse in summer. Our regular hours are from 9 till 7; when we work longer than that, the pain is worse. I have never worked more than an hour longer. I never worked at needlework all day, before I learned the machine. I think it is caused by stooping; probably it is only indigestion, I thought of taking advice about it, but never did.

304. *Miss Ellis*.—I am 17. I have worked a machine two years. I have a little pain in my chest sometimes; I believe I stoop more than many do. I have been here a year; where I worked before, the room

was smaller and the hours longer, but my health was no worse than it is now. My eyes have never suffered.

303. *Miss Jones*.—I began to use a machine at 17, that is two years ago, it never did me harm; before that I was a drier here. My health has certainly been better since I worked the machine. My hours at ditting were the same as now; I worked in the room down stairs.

306. *Miss Kipping*.—I have been at machine work for five years; before that I was a binder, and worked at home. My health is better now than it was then; I have only been to a doctor twice in these five years, it was for a cold each time. Some do suffer from machine work, in their chest mostly. I think it often comes about in this way, they play and gossip and waste their time for half the morning, and then injure themselves by working hard to make up what they have lost; we are paid by the piece. I do not think any harm would come of machine work, if people only worked steadily in our regular hours.

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makers.
London.
Mr. E.W. Lord.
c.

307. *As Messrs. Flatau's, Leadenhall Street*, about 30 females work on the premises, the hours being from 8 a.m. to 7 p.m., with an hour and a half for meals. None were under 13. I received from the Messrs. Flatau information generally corroborative of that given by Mr. Hickson. (No. 301.)

308. *Mrs. Porter*, of 40, Britannia Street, City Road, who takes out work—"uppers"—for Messrs. Hickson, allowed me to see her work-room and make inquiries of the various persons employed there. She informed me that for numbers, size of premises, age of workwomen, and hours of work, here was a fair average specimen. She had 5 machines and 7 or 8 tuckers in the work-room; this number, 13, being usually kept up from February to October. Each machine had a gas jet, besides those which fit the tuckers' table. None had shades. The size of the room at a rough but liberal measurement was 12 x 10 x 9 ft., giving 88 cubic feet per head. There was no contrivance for ventilation beyond two windows and a fire place.

None had begun work before 14 years of age, and at the time of my visit only one, a kind of servant girl and general helper, was under 17. The machinists were paid 12s. a week, that being by the day. The hand-workers, tuckers, or basters were paid by the piece, they earned in the week nearly as much as the machinists, but had to work two or three hours more than they do to do so; the machinists' hours being from 9 a.m. to 8 p.m., and 9 p.m. the latest, while the tuckers very frequently, if not usually, worked from 9 a.m. to 10 p.m. Mrs. Porter's daughter, a fine young woman of about 20 years of age, told me that, if there was any work to be done late at the machine, she did it herself, and had actually worked for the whole of the last session, she said, from 5 a.m. to 11 p.m. on every work day but Saturday, when she left off always at 6 p.m. She said that she found her head aching now and then, and her hand shook so, that she could never hold a pen; but she declared that her health was in all respects very

good. She had for three years, from about 14 years old, worked in a shoe factory in London, where for the summer half of the year the hours were from 8 a.m. to 10 p.m. Her mother told me that she thought she must not allow her to work so late again.

309. *Mrs. G.* (the wife of a journeyman in Mile End New Town) stated to me that her two daughters, one of whom was only 13, often had to work at home from 6 a.m. to 10 p.m.; the older one worked a machine, but not for the whole day, as she varied it with hand work from time to time; the younger one was "ditting."

310. *Mr. G. H. Roberts*, of Elephant House, Newington Butts, informed me that, although several years ago persons had been employed by boat and shoe manufacturers in large numbers upon the premises of their employer, especially in the case of women working at sewing machines, the tendency of the trade in the last two or three years had been decidedly in the opposite direction; it having been found more convenient to give out work to different men, who were possessed of 3 or 4 machines of their own, than to have the superintendence of 30 or 40 in one place. He considered that very few manufacturers in London employed any number on their own premises. He accompanied me into his own work-room, where 2 machinists and 3 hand workers, all females, were employed in stitching the upper cloth and leather of children's and ladies' boots. We asked each of them whether they would prefer working at their own homes, or in the room in which they then were: only three would give their opinion; of them two (one being a machinist) said they should prefer to be at home, because they should not be tied to fixed hours of work, and because they could cook their dinners more comfortably; both the hand-worker and the machinist adding that, if they had not a machine at home, they would rather be where they were, as they would otherwise earn less.

LEICESTER.

MESSES. WALKER AND KEMPTON, MARKET STREET.

311. *Mr. Walker*.—The wholesale boot and shoe trade of Leicester may be said to have come into existence in the last five years; up to that time there were only one or two wholesale manufacturers in the town, now there must be from 2,000 to 3,000 females alone employed, chiefly in large factories. I arrive at that number by reckoning the number of sewing machines, which is tolerably well known, at somewhat over 800, and taking a proportion of two fitters to each machinist, with a margin for those who are otherwise employed.

Most of the females work in the factories; work is, however, given out to some, who own or hire a sew-

ing machine, to do at home. We have now some young women from a country village in the neighbourhood learning the use of the machine; what they are proficient, they will be able to have their work at home, and bring or send in every week or so.

I wish to encourage that system, but I do not think it will become so general as to put an end to factory work.

We employ about 800 females on these premises, and at another factory. Their hours are from 8 a.m. to 8 p.m. in winter, and from 8 a.m. to 6 p.m. in summer; they have an hour for dinner, and half an

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hour for ten in winter, for breakfast in summer. On Saturday they are paid at 2 p.m. The difficulty here is to get them to work long enough; there is no fear of their being overworked. Many of our women do not come now till 8.30 or 9 a.m., after breakfast, that is, though our doors open at 6 a.m. They can earn good wages without overworking themselves; an average machinist, who attends to her work during our regular hours, makes her 12s. and 15s. a week, and an average fitter 10s. and 12s.

We have very few under 15, I should say, and those at our other factory are older than these are here.

[I went round with Mr. Walker, and found only one girl under 12.]

Probably the factories in the town all resemble each other, in the hours of work and ages of the workpeople. The only thing that I know of, which requires special attention, is the overcrowding, and want of proper ventilation of the workrooms; it is, I am well aware, a fault with our own, but we hope to have better ones before long. That is one inevitable result of a trade that develops itself very rapidly; the employers really have not, as it were, any time to look about them, and are overtaken by a press of work, requiring many more hands than they ever calculated for, and so they are glad to use any recruits they can.

I think also that a general adoption of a half-time system for children would be productive of great good.* I indeed proposed recently to send all the boys, whom we employ, to the Great Meeting Schools; one set to go to school in the forenoon, and to work in the afternoon, or the contrary; but the master says that the Government capitation grant would not be

allowed for half-time attendance, so it could not be carried out.

I am sure it would be an excellent thing, and there is nothing in the nature of the work, either for boys or girls, to prevent its being generally adopted. Although our hours are not very long, and the children's work not very hard, still ten hours is a long time for young ones to work, and it would certainly be better for them to work a little less, and give up some portion of the day for education.

It would also get rid of the complaints, which we hear constantly from the masters and mistresses of day schools, that the children are so soon taken entirely away; in all probability the children would learn nearly as much in their half-day's schooling, as if they were at school all the day without any change.

At first there would be objections on the score of inconvenience urged on the part of the men, and perhaps of employers too. But I am confident that the best class of employers and of parents would see the value of that mixture of work and school; they would set an example, and the rest would follow by degrees. I would adopt it at once myself.

If I am rightly informed as to the grant, it would be well to give a proportionate capitation fee, so as to include half-timers, the masters and mistresses, being thus themselves interested, would encourage and help the parents in seeking work for their children, instead of being, as they now are, adverse to it; for then they would feel that they had a stranger hold on the child by reason of the very work, which before took it out of their control altogether.

[A girl of 17 who was "pressing" here, told us that though she did not mind it, that was far too heavy work for a child of 12 or 13 years old.—H.W.L.]

MESSRS CRICK & SON, RED CROSS STREET.

312. Mr. Johnson (fireman).—Mr. Crick was the first to introduce the wholesale boot and shoe manufacture into Leicester; that was 30 years ago, I have been with him all the time. There are now many others, but none employ so many on their own premises as he does.

The Leicester trade is chiefly in women's and children's goods; men's are also made here, but that is the Northampton trade for the most part.

We employ 450 females, most of them on our premises; by far the greater number of these are between the ages of 16 and 23; we also employ 300 men and boys, a good many of the latter are between 11 and 14, and two may be under 11. We allow some girls to work at the sewing machine at 12 years old; those who are younger wind the reels for the machinists, and put laces in: there may be six or seven under 12; there are not a dozen under 13.

I think the health of machinists is good, they certainly have to watch the work very intently, so that it might be trying to the eyes, but they seem to get used to it very soon, and, as a matter of fact, their eyes do not suffer. Most of our machines are moved by steam power. I think ours is the only factory in the town where that is so.

Our hours are in summer (2½) in the week, from 6 a.m. to 6.30 p.m. for men and boys; the females do not come till 7.30 a.m., and breakfast before they come. Dinner is at 12.30 p.m., they have ten minutes grace before and after the hour.

The two sexes have separate entrances to the place of work, and dine at different times. On Saturdays they leave at 2 p.m. In winter our hours are from 8 a.m. to 8 p.m., then they have half an hour for tea at 5 p.m. with the same grace. Occasionally some of the hands work overtime, scarcely over the whole factory, but just those engaged on a par-

ticular kind of work. It never continues for long at a time; once last year most of them worked every night in one week for an hour or two overtime, but that is unusual. Most are on piece work.

[From the wage book it appeared that the earnings of competent hands, whether machinists or fitters, varied from 8s. and 12s. to 15s., and even 20s. a week. One girl under 16 had earned 16s. in the previous week without overtime. The average was 11s., some of the younger ones had made 2s. 6d., 3s. 6d., and 4s.; two winders aged 10, the youngest there, had 2s. 6d. a week.]

Parents bring their children to work a great deal too young. I have asked some, if they think we keep infant school; but, indeed, many use their children just as farmers use their cattle, to get what they can out of them, and have no regard either for their health or their education. I am sorry to say that the result of my experience is that, as wages increase, morals decrease; the men, and women too, become more improvident, so they find that they can earn more than is absolutely necessary to support themselves and their family. There is more comfort in the household, where a much smaller weekly wage is earned, than where a man can get a large sum at irregular work by the piece. For instance, one of our men, who works with his son and another youth to help, but frequently 4s. a week, and yet the whole furniture in his place is scarce worth 4s. altogether. He has a wife and several children.

Some employers let out sewing machines just as the old stocking frames were let for hire to the work people at their own homes. We do not do so. I believe they pay about 1s. 6d. a week.

* As a letter written subsequently, Mr. Walker stated that he did not think that any Government regulations would benefit the working women or children, but hoped that the question of a capitation grant would be brought under the consideration of the Education Commissioners.—H.W.L.

313. Mr. Crick, jun., who conducted me over the whole of these admirably arranged premises, stated that he could himself have no objection to be under the Factory Act, and he thought that no respectable employer would, if only the smaller men could be reached, as well as the owners of large fac-

ories; otherwise they would, he considered, be able to drive the larger manufacturers out of the market for common goods. His opinion was that on all grounds, sanitary and moral, the finishers, who worked with a few hands at home, were in greater need of regulations than any other class in the trade.]

314. Mr. CHARLESWORTH, STAMFORD STREET.

Employs from 60 to 100 females on his own premises, according to the season of the year, altered as to see his wage book, and stated in answer to me, that there were no deductions of any kind for materials, light, or rent of machine, in any boot and shoe factories, so far as he was aware, and that the wage book therefore in each case showed what really went into the pockets of the workpeople. The females employed on his premises earned on an average 12s. and 14s. a week. He considered that, if a regular factory system could be made to reach the worst places, the booters and other small workshops, the whole trade would be benefited. He also noticed a habit of men employed in the newly adopted mode of fastening soles, that of riveting, as being likely to

be prejudicial to health. In order to have a nail constantly ready to hand, the nailer puts a quantity into his mouth, and prevents them one by one upon his under lip, pushing them out with his tongue.* The nails are made of iron or brass, and are said to produce "cankered" mouths and tongues.

Mr. Charlesworth's foreman, who conducted me over his premises, stated that scores of persons brought children every Monday as candidates for employment, who were much too young. We found only one girl as young as 12, but several had, he said, been "sent off" in the week before my visit, as too young for work; they had been let in by one of the overlookers without his sanction.

315. Mr. STANTON, BELVOIR STREET.

I have had as many as 120 machines on my premises, but I now much prefer to give my work out, and have only about 30 females here for any special or sudden order. I let out my machines at a fixed rent of 1s. a week, some have two, and a few three, of them. The cost of a machine is 11l. or 12l., and reckoning that they get knocked to pieces in two or three years, still it

serves my purpose. In some cases I have arranged to let them purchase the machines at the end of a year, allowing the rent they have paid. I would not go back to the old system, for I get by this means a better class of girls, whose parents would not like them to work in a factory.

Messrs. STEAD AND SIMPSON'S, BELGRAVE GATE.

316. Mr. Gee the manager, and Mr. Ward the foreman, informed me that about 120 females were employed there. I found on enquiry that several were under 12, four or five being between 10 and 11; but machines were not under 14. Their hours are from 6 a.m. to 6 p.m., with an hour and a half for meals. One girl of 12 was "pressing" at a

horizontal hand-wheel, which seemed to involve a great deal of exertion, seeing that she held the rim and spokes with both hands, and flung herself backwards to make her weight the power of pressure. I was informed here that the rent paid by those who hire machines varies from 1s. to 2s. 6d. a week, according to the value of the machine.

317. At Mr. Greatorex's, where eight or nine young women were working, one of them stated that she had found that working the machine made her very warm, and that where many work together, the room soon becomes very unpleasant, unless it is well ventilated.

believe, where steam is used to drive the sewing machines; others have steam power, but only for rolling and stamping out the soles; male adults are employed at that work.

Some portion of the employment, the finishing, which is carried on in the private workshops of the men, is very unhealthy. This arises chiefly from a reckless disregard of sanitary precautions. Six or eight men will hire a room together, and have three or four "sweetens," lads helping them by scraping bottoms, and rasping the heads of the springs off. They are packed as close as they can sit, on each side of a low table, on which are several broad gas flames always burning to heat their burning and other irons. These occasions to great a deposit of carbon as to cover every part of the room and even the persons of the workpeople.*

The attendance at school is very small throughout the town, and the ignorance deplorable. In the majority of cases poverty is not the cause that keeps children from school, or sends them to work. Until a law is passed, which shall make it compulsory that all children who work, shall have so many hours of school in the day, parents will be careless of education and moral training, so long as they can get anything from their children's labour to spend upon themselves.

318. [Mr. Moore (see No. 491) took me round to several of the smaller places of finishers and others. In one of the former 13 males were working and another 10, in each case three were children of 11 or 12 years old. In a third as many as 20 were working in two rooms, seven or eight being boys of about 12. One of these rooms was tolerably ventilated, and not very dirty; the other three were in all respects detestable: the ceiling and walls black with the gas soot; the faces of the workpeople, men and boys alike, colourless and grimy; the children literally in rags of the dirtiest description; the heat of the atmosphere almost intolerable. One of the young men at another place told me that he knew of boys as young as 9, and one only 7 years old, working in similar places.]

319. Mr. Dore on a subsequent occasion enclosed to me a copy of a note received by him from the Master of the Great Meeting Day School, Mr. Jos. Hepworth, stating the average age of children attending them to be 8 years 5 months, and the average duration of the attendance to be one year, 5 months, 2 weeks. "Thus," adds Mr. Dore, "you see at this large school, conducted by properly certificated masters, and under

319. Mr. Joseph Dore ("Minister to the Poor" for the Leicester Domestic Mission) May 1864.—I have made particular inquiries, since I had your letter, and find that few under 12 in the shoe trade are employed; they chiefly put laces in, stamp cyloet holes, or do some similar work. The factory hours, 60 a week, are generally observed. There is one establishment, I

* See Nos. 335.

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"Government inspectors, the average age of the pupils is only a little over 8 years, and the average time of attendance not 18 months. . . . I find from recent inquiries that the 'shoe finishers' frequently 'keep idle at work from 6 o'clock in the morning till 8 or 9 o'clock at night. They cannot get to see 'free classes,' and those that do, fall asleep from exhaustion. Is it any wonder that the rising generation are becoming day by day more reckless and demoralised? Such drudgery must inevitably break down the spirits, and produce that morbid physical condition that rushes to stimulants and animal food—restless for relief and mistaken recreation."

320. EXTRACT FROM MR. DARR'S REPORT FOR 1883.

(Pp. 13, 14.) The "saddlers" are subject to excoriated lips, and cracked mouths, and painful attacks of the stomach and lower regions. Indeed some have applied to me for medical tickets, stating that all their limbs were affected. These affections are caused by having the mouth always filled during work with metal sprigs, either brass or copper. On beginning to work, the "saddler" puts a quantity of sprigs into his mouth, and the tongue presents them in the right position for the workman to seize. Some chemical action takes place, producing the effects described. (But see No. 421 a, *inf.*—H.W.L.)

Many of the "finishers" also soon grow pale and emaciated. . . . I would call the attention of these workmen to a simple but effectual contrivance used by

some more intelligent finishers when I know. A piece of iron piping, about 8 inches long, $\frac{1}{2}$ bore, is screwed to the gas burner, with several holes drilled round it, just below where the gas issues. This, on the principle of the blow pipe, oxygenises the flame and completely consumes the carbon, so that neither the iron nor burnishers require even wiping before used. A bell-shaped tin tube over each gas-light, connected with a main pipe, would carry off the heated air and ventilate the room.

(P. 14.) The juvenile branches (of evening classes) are in a very unsatisfactory condition. . . . That I might not be suspected of giving too dark a picture of their educational state, I desired a teacher, one evening, to examine a number of the boys. Out of 18 so examined, he found 14 who could not read, and the other four could only do so very imperfectly. Their ages varied from 13 to 17 years, one only being younger. 12 had been to no day school. Only one had been so long as a year. All of them seemed to have been put to work at from six to nine years old. Several of these boys had come from distant places, being drawn hither by brightness of trade; so that we see boys of the same grade are in similar condition all over the country. I should say that 80 per cent. of the boys who come to the room are in this state. The girls, though I suspect we do not have so many of the same grade, are in a similar state.

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321. Mr. F. BOSTOCK.

I believe that the trade tends more and more towards a factory system. I have myself no machines or females on my premises, but that arises chiefly from the fact of my business being chiefly in men's boots, on which hand labour is mostly employed. From conversations with various parties, I suppose there may be from 800 to 1,000 machines in Northampton, very many of these are distributed by three and four among a number of small employers, who take out work from the larger manufacturers. My foreman can tell you more about them than I can.

Wellington and Blucher boots are still frequently "sewed" by hand in Northampton. That is done at home or in small work places; children of both sexes are sometimes employed at it. Boys also drive rivets, securing the poles of boots to the upper leathers, and girls tie knots after machining; that is their chief employment.

The introduction of the machine has much improved the domestic condition of the workpeople. As regards the management of a factory, very much must always depend on the personal character of the employer, and on the person entrusted with the management of the concern. No doubt there is very little oversight in some places, and little attention has as yet been paid here, except in the larger places, to the evil of having the two sexes to work in the same room. But everything is still transitional in the trade. Operatives (i.e. machinists) are still scarce, and wages high. The present state of business keeps the small places regular; but it is possible, that, if the factory system does not become general, the same evils of long hours of work, irregularity, and overcrowding, which used to characterise the home work in small places, will re-appear. There must, however, be much less pressure on the young children, even in their own homes, now and for the future, because of the sewing machine supplanting their place to a great extent; where 30 children would have been employed in stitching, there will now be two or three operatives, girls of 14 or 18, and one child of 9 or 10, to tie knots. The work of that one is also light and intermittent. The stitching was laborious, required great attention, and was even dangerous, for they often cut so close that in drawing the thread with both hands, the awl, which was always held point outwards, in the right hand, cut

unfrequently struck the next child in the face or eye; many have lost an eye in this way.

[I had noticed, before seeing Mr. Bostock, that several persons of both sexes, whom I met in the town, had lost an eye; but thinking it merely an odd coincidence, had not enquired about it, till Mr. Bostock made the above remark.—H.W.L.]

322. Mr. James Allen (foreman at Mr. F. Bostock's).—The majority of children who stab or tie knots at home or in small workshops are put down at 8 or 9 years old; I heard of one only three weeks ago, a child 8 years of age, and mentally young I consider; the father is receiving very good wages. The girls at the British Schools are allowed to take their work there to do; I have two who do so, one 12 and the other 14, they do it in the time allowed for teaching sewing. Many go only to Sunday school.

The usual way is to take children to learn stitching for 6 months for nothing; then they are paid 1s. a la. 6d. a-week; they have to get so many rows done, a row is 24 inches; if they are idle, they are kept late; the boys are more regular now, but children of 11 and 12 years old need often to stay till 9 and 10 p.m. from 7 or 8 a.m., if they had been idle; they were made 60 or 80 rows a day.

In small factories, where they use machines, the hours are usually from 7-30 a.m. to 6-30 p.m. or thereabouts, allowing an hour for dinner. Mr. Bostock gives out work to 12 small employers, each of whom has upon an average three sewing machines, one has seven. I should say that most men, who take work out, have at least two. Where there are two machinists, there will be employed besides the "operators," three sisters, who are usually men, one welder, one finisher (or smoother), girls of about 16, and one knotter, a girl of 9 or 10.

Ten years ago it was common in small places to make holiday of Monday and Tuesday, and work very hard at the end of the week; a girl of about 16 would have to work much harder then to earn 6s. a-week at stitching and welding, than she would now to earn 10s. I should say that the average earnings at spring-side-closing then was 8s. or 9s. a-week, but now, after a very few months at the machine, girls can earn 12s. and even 16s. Not long ago we had to pay some

as much as six a-week, while they were only learning. They can learn to use a machine properly in three months. Some bind them for two years, and pay them six or eight a-week in their second year.

I think the girls who work in the larger factories, are of a rather lower class, and are rather less well

paid, than those who work for small masters; the latter often have their own friends to work for them. Proper supervision cannot be so well exercised in a large establishment; and so, if a small employer is a respectable man himself, the chances are that those who work in his place, will be so too.

Root and Shoe-makers.
—
Northampton.
Mr. H.W. Lord.

[I was taken by Mr. Allen to the two following witnesses, as being small employers of the class to which he referred.—H.W.L.]

323. *Mr. Feldeu.*—I don't think the machine is altogether a good thing for the health; rough girls can do it, but not delicate ones; 8 hours of machine work is the day is quite enough, I think 10 hours too long. The eye has to be fixed intently; several who have worked for me have complained a good deal of headache. The quarter of an hour for lunch is a great relief, not so much for the food, as for the rest and change it gives. Still the introduction of machines has done great good; work used often to go on from 6 a.m. to 8 p.m., and sometimes from 5 a.m. to 10 p.m. Now it rarely exceeds 10 hours in the day. Their health is also better. We have had good bye to the little cripple backs that were so common from long stooping at the stitching. Their conduct has improved too: no doubt there are many, the children of poor parents, unaccustomed to good wages, who have not made the best use of the sudden increase in their earnings caused by the sewing machine. But that evil is temporary. If we had to do by hand the amount of work that is now done by machines, we could not get it done.

In the lower parts of the town, where the largest amount of work is done, there is still dreadful ignorance and wretchedness, but that is not to be compared with the state of things about Dudley and that neighbourhood. The state of decency in this town is generally good.

324. *Mr. Wille.*—I employ from 25 to 30 females. Our hours are from 7.30 a.m. to 8.30 p.m., with an hour for dinner; we also have a quarter of an hour for lunch at 10 or 11 as the case may be; that is a general habit throughout the shoe trade of this town.

Since the introduction of sewing machines there has been a great improvement both in the appearance and the manners of the girls; they are less rough and have greater self-respect. There is much less shifting about from place to place than there used to be; children are not employed so young, nor are the hours so long. Twenty years ago, as a boy, I often worked at stitching from 8 a.m. to 10 p.m.; I began at 7 years old. I don't think such cases often occur now.

I know of no cases in which the use of the sewing machine has proved injurious to the health of the operator, unless there has been a natural weakness of constitution.

325. MR. MANFIELD.

We employ about 70 females on our own premises; three or four are under 13; comparatively few are over 25. Most are bound at 14 for two years, and after they are out of their time are paid by the day 10s. or 12s. a week. Our hours are from 6 a.m. to 6 p.m. from March to October, and from 8 a.m. to 8 p.m. from October to March. We pay on Saturday at 5 p.m. They have an hour for dinner, three-quarters of an hour for breakfast or for tea, and a quarter of an hour for lunch. From 8 a.m. to 1 p.m. is too long for women to go on without a break; they cannot stand the continual strain that men can. Now and then they may have to work an hour and a half extra for a week at a time, but it does not amount to a month in the whole year. We avoid it as much as possible, for it does no good. In these days people do not work the long hours they used to do, but they give much more labour, work much harder, I think, while they are about it. Some seem to have suffered from machine work; they complain of their head; these appear to be of a nervous temperament. We found the double-action machine of Thomas's bad for them, and consequently had ours altered. We find it does not do to pay women by piece-work; they are so much more inclined to slip the work from wanting to get through as much as possible.

Our holidays are Christmas Day and the next day, and the half days of Easter Monday, Whit-Monday, the race day, and Boughton fair day; these are usual in Northampton.

Employers should, if not from good principle, as a mere matter of policy, take care of the health and comfort of their workpeople. A friend of mine in our trade told me a very short time ago that he was going to build a new factory; he said he found himself forced to do so, because, as his present workrooms were damp and ill-ventilated, he could not get as good hands as his neighbours.

The usual proportion of machinists to fitters is one to three with us. Only three or four employers besides ourselves in this town have a large number of females on their own premises. Yet I think the factory system is progressing. Attention to ventilation is important, and a good forewoman is most valuable; we are fortunate in that respect; it is far many senses much better than having a man alone.

We have only one boy under 13. I think there is little fear of very young children being employed as they used to be in the trade, for they cannot compete with the machines, and by that simple fact are driven out of the market.

MESSRS. AGER AND MILNE, CASTLE STREET.

326. *Mr. Ager.*—We put all our work out to be done by men, who employ others than their own family, but not often more than eight or ten persons working together in one place. This used to be the usual practice throughout the trade in Northampton, and is still, I should say, common.

Labour is so scarce as to be both well paid, and to prevent over work, I believe that not only in the factories, but in smaller places, where the closing is done out, the hours are regularly from 6 a.m. to 6 p.m., and are not exceeded. The habit of playing at the beginning of the week, and working hard at the end, obtained much formerly, but now it exists in few cases, except among those, whom we term shoemakers or bottomers, the men who put the soles on to the uppers. They are a class quite distinct from the closers, and

have the uppers given out to them ready for their last. They do not employ women.

Where closing is taken out, both sexes work together, two or three females it may be, with sewing machines in one part of the room, and several men working by hand in another. Some machines are let out for hire by employers, but most of the men, who take out closing, own machines now.

We used to have a number of women working machines on our premises, but the trouble of supervision was so great that we have abandoned that, and believe that our present system is the best.

327. *The foreman at Messrs. Ager and Milne's* informed me that he knew of two cases of children as young as 7 working for men, who took work out,

Best and Shoe-
makers.
Northampton.
Mr. H. W. Lord.

but he believed that none were employed in factories under 9 or 10, and very few as young as that.

He was convinced himself that the trade had not suffered by the introduction of machinery, but that

more was earned at it, and that a demand had sprung up beyond the present supply of labour. He considered that modest girls often preferred working at home to going to a factory.

Messrs. TURNER BROTHERS, HYDE & CO.

328. Mr. J. B. SIMON informed me that they employed no females on their own premises. After inquiring, he stated that out of about 300 males in their establishment there were but five or six under 13, and none under 10; these were in the warehouse. The foremen, for whom he sent to give me further details, said that the numbers employed in some places varied very much, some having only 3 or 4, others as many as 20. Both boys and girls were employed to pass for fitting, and to tie ends after machining, some as young as 8. He considered

that the large factories by setting the example of regular hours had done away with much of the old habit of late work at the end of the week; still he often found that he could get more done by those who took work out, from Friday morning to Saturday at midday, than from Monday to Wednesday, and he knew of cases, though they were rare, of children and all beginning at 4 a.m. and earlier on the Saturday in order to leave off at 2 p.m., and not stopping for any meals till their 2 o'clock dinner.

329. Messrs. HOLLIS, SILVER STREET.

Afforded me every opportunity of obtaining information from the workpeople, both as to their hours of work, and the effect of the work on their health. I could not learn that any had suffered from the use of the machine, and one, a young woman who had been married two years, asserted me that she had felt

much better since she had used it. These rooms were well ventilated. About 100 females are employed in them, very few being under 13. A boy of 14 here told me that he had begun to stink at home at 7 years old.

330. Mr. STORRER (Manufacturer, Newlands) did not think machines good for women; they begin at a time of life, when the female constitution is likely to suffer from such work. He had known several who had to give it up. In two cases the men had had to take it to because the women could not stand it.

The hours of work are regular, but the high rate of wages has increased the love of dress, and in other

respects not led to an improvement in morals. Education is generally valued in Northampton. He was not aware of cases of overworking, but thought the mixture of the sexes was not good. The machines had been, as it were, forced upon the employers on a sudden, and in many cases no provision for separation had been made.

341. Miss SMITH, a machinist at Mr. Woodford's (a small employer, who very readily gave me information of a generally corroborative nature), stated that she used to stink when she was a child; she was then thought to be in a decline, but had now worked a machine for five years, and was much better in health. She found that the regular hours did her no harm, but when she worked on hour overtime, as was sometimes the case, she was very tired. She said that two or three of the smaller employers had as many as 16 machines, but the rest had seldom more than four or five. She thought that very few young children were employed even at home now.

342. The master of the British schools stated to me that he had found that boys stayed longer at school since the "stabbing" machine had been in general use; before that many used to work as young as 8 at home in doing what was now done by that machine. Even now it was the home work, and not factory work, that took away those who left much too soon. Out of 300 on his books, with an average attendance of 240, there were 40 over 11 years of age, and 17 of these were children of persons, who worked as shoemakers or clerks.

Norwich.

NORWICH.

Messrs. HOMAN, THEATRE STREET.

343. Mr. CAMEL, Manager—310 females are employed here, and seven or eight of them are between 12 and 13 years old; one or two between 11 and 12. (This was the result of inquiries made by myself and Mr. Camel, while he conducted me through the work-rooms.—H. W. L.) Our hours are from 8 a.m. to 7 p.m. I found that so many of the women became ill, when they worked overtime, even though it was only an hour extra, that I determined to give it up, and we have not had any overtime now for a whole year.

We pay by the piece; machinists average 8s. or 10s., fitters 6s. or 7s. No deductions are made for silk or any other charges; the forewomen receive 16s. a week each.

The numbers employed at sewing machines in the city have increased very rapidly; two years ago last Michaelmas we had only 13 machines. I cannot say I think machine work is altogether good for their health; at all events not in all cases, five or six of ours have had to give it up. I have observed that fitters have better health than machinists; the books of our sick fund prove this. The proportion of fitters to machinists with us is about 2 to 1, and that same proportion exists among the members of the fund, for during last year there were more machinists than fitters drawing on the fund.

With reference to the health of the employed Mr. Camel afterwards forwarded me by letter the following tabular statement.

	MACHINISTS.	FITTERS.
Present No. of hands	109	205
Average " " in last year	85	163
No. of hands ill in last year	42	37
No. of hands ill at the same time on average	24	2
Average duration of illness, viz., quantity of weekly payments taken by each person.	3	3
Total payments taken from the club during the year.	133	169

344. [I examined many of the young women here with reference to the effect of machine work on their health; some complained of their eyes, others of their chest, but very few had found any permanent effect in either case. Most said that the pain in the chest, which they attributed to stooping, goes off after the night's rest or after half an hour's walk. Some kinds of work involve more stooping than others; the stabbing, for instance, more than putting in spring sides. These, whose eyes had suffered, noticed especially the "flooring," or ornamental work, on patent enamelled leather, or browned leather, and "white work" generally, as burling. One or two said that both their eyes and chest had suffered.]

[344a. *Miss Goldsmith*, one of the forewomen, told me that her eyesight was not so good as before she worked a machine; she had done so for four years, and had a good deal of white and brown work; her chest had not suffered at all; she was quite a young

woman. Another machinist named *Ellie*, who had worked at a machine for 12 months, had been "ill with her chest" for five or six weeks; she said she had never suffered in that way before.]

Boat and Shoe-makers.
Kewick.
Mr. H. W. Lord.

345. MESSRS. E. AND T. BOSTOCK, SWAN COURT.

The manager here stated that about 60 females were employed on the premises; some directly under his control, others hired and paid by persons to whom he paid a contract price for the work; three were 11 years old, three others were 12, one was only 10, and had been there since the previous summer; she was the daughter of a widow, and apparently a very intelligent child; all these seven could read.

The ordinary hours for females were from 8 a.m. to 6.30 p.m., if they stopped till 8.45 p.m. half an hour was allowed for tea. The youngest was paid 5s. a week, when they first come. Machinists standard wage without overtime varied from 8s. to 10s. a week, some, however, being as low as 5s., others from 5s. 4d. to 7s.

346. MESSRS. TILLEYARD AND HOWLETT, ST. GEORGE'S PLAIN.

110 females were employed here; some under 12. The hours were from 8 to 7, an hour for dinner being allowed at 12.45, and five minutes grace for going and returning. On Saturday they left off at half-past 2 p.m., no dinner hour being allowed on that day. The utmost overtime was until 8.30 p.m. for a month or two at most; if there was need of extra work, it was usually obtained by longer hours on the Saturday; a quarter of an hour was ordinarily taken for tea; this meal was had on the premises.

Mr. Tilleyard, *junr.*, conducted me over the work-rooms, and gave me the above information; he also stated that the best trade was essentially a season trade, the busiest times being September, October,

and November; from March to May also they were very busy. He observed that the proportion of hand workers to machinists varies with the kind of work, fewer of the former being employed in making local boots, for example, than boots with elastic sides, but in either case the operatives "hang one upon another," so that one cannot get on, unless the full complement of her "set" is present.

Both the Messrs. Tilleyard were strongly opposed to Government interference of any kind. My informant believed that so soon as a sufficient number of hands had learnt the use of the machine, work would again be done very much at their own homes.

347. MR. CHARLES WINTER, UPPER MARKET.

Stated that on a rough calculation there were in Newbich about 1,000 females employed in the boot trade at workplaces where 40 or more worked together, and another 1,000 in smaller places or at home. About 130 are employed on his own premises. He thought that in places where two or three machines only were worked, the hands would be likely to be rather older, and perhaps better paid, than in factories.

He considered 9s. 6d. a week the average of machinists' earnings, 5s. that of fitters. The change from payment by the day to payment by the piece added, in his opinion, nearly 30 per cent. to the week's wages. The usual holidays were Christmas day and the next day, Good Friday, and two half days at Easter and in Whitsun week. I found none in this establishment under 13 years old.

MESSRS. E. W. LULHAM AND CO., BENTLEY STREET.

348. *Mr. Bayce*.—I have been here as foreman for six or seven months. Before that time I was for some years in a smaller place in Somersetshire. We used there to work frequently from 8 a.m. to 10 p.m.; but I became convinced that we could get quite as much work done in regular hours, and that has proved to be the case, for here we work regularly from 8 a.m. to 7.15 p.m., with an hour at 1 p.m. for dinner, and never exceed those hours. When they are paid by the piece, they will always get enough work done in that time.

Between 60 and 60 females are employed on these premises; with the exception of one little girl of 13, who runs on errands, the youngest here is 15 years old. She is at a machine, and receives 5s. 6d. a week; that is the lowest wage we pay to machinists, she does not yet do good work; several other machinists are having 10s. a week. We are just changing from day work to piece work. They all prefer the latter, and will earn more than they now are getting at day work.

They may say what they like, but I know that machine work does try the eyes very much. I remember one in particular, a young married woman, very steady, and in other respects healthy, who found after four years machine work her eyes filled her so much that she had to give it up. She had been working for some time in a room, which had not enough light for machine work. I know of nothing else at all exceptional in her case.

Our rooms are certainly small, and do become very hot, especially upstairs, when the gas is lit; however, we are going to build new premises, and that will all be set right; at present there are no doubt inconveniences, and ill suited for work.

We take no learners, many are taught by small

garret masters, who take a small premium for doing so, and give them common work; then they go elsewhere for very low wages for a time, but when they come to us first they are seldom properly qualified. Our proportion is three to each machine besides the machinist.

I cannot say much for their education or moral character; there are four or five at least out of the 20 young women in that room who cannot read. They would never think of going to a night school; the theatre or dancing saloon is much more to their taste. They do not suffer for want of holidays. In last Whit week they took three half days, and in the next week they had another, the Queen's birthday.

349. *Miss Mitchell* (forewoman).—Before we came here, not a year ago, we worked from 8 a.m. to 9 and 10 p.m. for five weeks together; that was too much for the girls. We first worked every night for a fortnight to 10 p.m. from 8 a.m., but all were knocked up by it, and we told our employers that we could not bear it, so it was at once altered, and we then used to vary it, and working sometimes till 9 and sometimes till 10, and at other times till 8 only; but from 8 a.m. to 7 p.m. is quite enough.

350. *Miss Jane Green*.—I have been here six months, and never worked after 7 p.m. Before that I was at another place, where we worked for six months together from 8 a.m. till 9 and 10 p.m. and did not have any tea; nothing from dinner at 1 p.m., unless we brought something to eat at our work. They were about the same age as these are here, from 15 years old upwards. We did get tired indeed; we didn't know how to stand sometimes, when work was over.

Post and Shoe-
makers.
—
Norwich.
Mr. H.W. Lord.

351. *Miss Spinks* had worked from 8 a.m. to 9 p.m. at another factory for four or five weeks; there, after the first fortnight, a quarter of an hour had been allowed for tea; but she thought it would not do to let them go home for tea, because they would then have half an hour and probably take three-quarters, and so would waste much time.

352. (Several other girls had worked elsewhere, for six or eight weeks together, from 8 a.m. to 8.30 or 9 p.m.; they had then usually had a rest of 20 minutes for tea. They had very rarely at such times worked later on Saturday than 3 or 4 p.m. The usual hours in Norwich, they said, were

353. *Miss Plumstead*, Union place.—I and my sister have each a machine of our own at home, we have only five sisters between us now; we want more, each of us can keep three or four going. Those who work at home in places like ours are very rarely under 13 or 14; I would not have any under that age to fit for me; they cannot be trusted. I never heard of any younger being employed, except, perhaps one or two to ink edges or tie the knots in a factory.

I have often got up at 3 and 4 a.m. at home here, and worked on till 7 or 8 p.m., just stopping for meals, so has my sister. If we had plenty of women to fit, they would never work longer than from 7 to 7; they do not often, for we usually have enough. Our busy time is just beginning (June 2); for the next three months or so we shall often have to work as long as from 4 a.m. to 7 p.m. There are scores of people in the city, who work at home till 10 or 11 p.m. night after night, of course they don't begin so early as we do. We leave off earlier on Saturdays, but I have gone on till 7 p.m. even then. It is partly our own fault, if we work long, but not altogether; for if the manufacturers, from whom we take out work, find that we don't do all they want in busy times, they will say, when we go to ask them for work in slack times, as we often have to do then—"You may go where you got your work from, when you were too busy to work for us."

I have worked a machine for two years and a half, and have had one of my own for 18 months. I get very tired, when we have to work long. Sometimes I am quite dizzy, when I first get up in the morning, and have to lay my head down for a time, but the dizziness usually goes off; I generally manage to get out into the country on Sunday. The double action is more tiring than the other machine. The "flooring" is very trying work; that Spanish or patent

leather is so bad for the eyes, especially where they have to turn much gas.

Those who work in factories work less hours than those who are at home, but I think the noise and heat make them worse than home work, [the father of this witness here remarked that all the girls, who worked in factories, talked at their homes, as if they were shouting in a field]. I was for three weeks in a factory, but didn't like it altogether; the machine wears out our dress so; at home we can wear what we like, but we must be decently dressed to go through the streets. I had an offer last month to go into a factory, but I refused to go for anything under 10s. a week, day work.

I paid 1l. down to learn machine work, and had 6s. a week for the first three months; after seven or eight months I used to earn 12s. a week. When I was learning, it was not uncommon for a learner, who paid 1l. or so, to receive 5s. a week for the first three months, and 8s. for the next six; but now learners often go for two or three months, paying nothing down, and receiving 2s. or 3s. a week.

[The above witness was a delicate looking intelligent girl of 18 or 19 years old apparently.]

354. I visited several other small homes in Norwich, in which I found seven or eight females from 18 years old and upwards, two being usually machinists and the rest hand workers. All were overcrowded, some by no means clean; none had any means of ventilation beyond the ordinary window and fire-place. From inquiries of the relieving officers, I ascertained that girls under 15 were rarely employed in the best trade, either at home or in factories.
—H.W.L.

Stafford.

STAFFORD.

MESSRS. WYNNE, MILL STREET.

355. *Mr. Wynne, Jun.*—We have about 25 machines, and altogether 70 females; they come at 8 a.m. and leave at 7.30 p.m., having an hour for dinner at 12.30 p.m. and half an hour for tea at 4.30 p.m. On Saturday they leave at 4.30 p.m. In November, December, January, and February, they do not come till 8.30 a.m., for that is a slack time. Work for the summer shipping trade begins in March; for about three months then, and for as long in the latter part of summer, and the early autumn they work till 9 p.m. We have about half a dozen girls of about 11 and 12 years old, who bind and tie the knots; they stay as long as the rest. I am afraid it is too long for them to be at work. I have felt that to be objectionable, but still they do not suffer in health, and as compared with the hours of work, when the work was done at their own homes, it is far less oppressive; then from 6 a.m. to 10 p.m. was by no means rare, and many more and much younger ones were employed then are now.

I have thought that the eye must be strained by the constant attention required for the machine, especially in winter time, when we light our gas at 4 p.m.; even then occasionally we have to work till 9 p.m., and that is five hours of gas light; but that does not go

on right after night then, as it does now. We are, however, always liable to some pressure, for we never make to stock, as we used to do; the fashions change so from season to season that it does not answer our purpose. Probably, after all, working by candle-light in their homes was worse for their eyes than our gas is. Our great consumption of gas makes ventilation the more necessary. Our architect in adapting these for workrooms has had every other ridge tile in the centre of the roof raised throughout the whole length of the building, as you see, and long narrow boards, which are made to open and shut on hinges by a cord and pulley, are placed underneath them along the ceiling. We find that very successful. Rooms, where sewing machines are used, are too frequently overcrowded; they can be packed very close; it is that, and not the nature of the work, that is injurious.

The health of the people has certainly improved since the introduction of the machines; they live better and dress better. We take girls at about 14 under an agreement for three or four years, paying them 6s. a week for the first year, 7s. for the second, and 8s. for the last; but here is a case, where a girl, after about a year, preferred to substitute payment by the piece, and though she has been only 18 months at

it, she earned last week 14s. 6d., and the week before 14s. 6d. Even the little babies get 2s. 6d. a week.

There are very few small manufacturers here, it is all either pure home work, or factory work, and except that some are not so well contrived for ventilation as others, and are overcrowded all are much the same.

I cannot say that I think there has been any improvement in morals corresponding to the advance in physical condition, the tendency seems the other way.

Boot and Shoe
Makers.
—
Stafford.
—
Mr. H.W. Lord.

356. MR. EDWIN BOSTOCK, FOREGATE STREET.

Conducted me over his factory, and stated that he employed about 200 females there. The hours are from 8 a.m. to 7 p.m. with an hour for dinner at 12.30, and half an hour for tea at 5. For two months or more before my visit they had worked, in one room, until 8.45 p.m. for five days in the week; and in another, where most, about 125, were employed, from 7 a.m. to 8 p.m.; in that case they had half an hour for breakfast at 8 a.m. The younger ones, of whom there were 9 or 10, about 12 years old, stayed as long as the rest, with one exception, a child of 10, who went home at 7 p.m.; she had occasionally, at her own request, stayed later.

His establishment was closed on Christmas Day, Good Friday, and Whit Monday; all were paid by the piece, so much being deducted for the silk used in sewing. In three cases which I selected from the wage book, it appeared that in one week one girl earned 24s. 2d., from which 5s. was deducted for silk; the second 21s. 9d., the third, a girl of only 15, 22s. 6d., in this case 4s. 4d., in the second 3s. 8d. was charged for silk. This was in a week when they worked for five days an hour and a half over time. In the same hours the earnings of fitters averaged from 8s. to 11s., and the needlewomen, who sew the linings, from 7s. to 9s. Mr. Bostock believed the ultimate tendency of the trade in all places to be in the direction of a factory system; he thought that there were about 1,000 women and girls employed in Stafford, nearly all of whom would be in factories; one third of them might be taken to be mechanists, if the proportion in other places was like his own. In his opinion, a half-time system for children under 13 years of age would not work any serious inconvenience, and might be productive of considerable good, if children came to be employed in greater numbers than they were at present. He did not consider that any restrictions on the hours of work of

young persons and females generally were at all needed in the trade, as it was conducted in Stafford; but at the same time he did not doubt that the limitation of the hours of work for all sorts in the factory hours, 10½ a day, would not injure the trade, if it was thought advisable to make such an enactment general.

He was sure that the workpeople appreciate the kindness of employers to make arrangements conducive to their health and comfort, and believed that they would come to such employers of even a lower wage than is paid at other factories, where no such care is shown.

357. The foreman stated that boys were sometimes employed to clean, and put in "the seat" by their fathers at home, as young as 9 and occasionally even 8. Several boys between 12 and 13 were using the clamps for closing at Mr. Bostock's; these were the youngest.

[358. Here all the arrangements for white-washing, ventilation, closets, &c., were very good.]

I could not learn from the girls themselves, who worked machines, that they found any other result, even from working overtime, than feeling very tired. One who was engaged in very fine white ornamental stitching on patent leather, and had been for nearly three years at machine work, said that her eye-sight was never in any way affected; she had never worked longer than from 8 a.m. to 9 p.m.; an elder sister, who had worked for two years more, she said, complained of her eyes watering after a long day's work, but it went off in the morning.—H.W.L.]

MESSES. LLOYD.

359. Mr. Lloyd, jun., who conducted me round the factory, stated that 45 females were employed on the premises; the whole of the finishing being given out; if that were done on the premises, the number of females would be doubled. Four were between 11 and 13 years of age: one, the youngest, who had been only a month at work, and she was not quite 11.

The recognised hours were from 8 a.m. to 7 p.m., but from June of last year they had been so busy as to be constantly working from 6 a.m. to 8 p.m. for several weeks consecutively. This was considered by Mr. Lloyd to be too much, not only for the younger ones, but for females of any age: "to make seven days

"in six, that is 14 hours a day for five days, is very "heavy work." He however hoped that it would not be necessary, for the rest of the summer at all events, to do so any more. Messrs. Lloyd make solely for the home trade. The rooms are white-washed twice a year, and separate waterclosets provided on each floor for the women, who have also a separate staircase to their workrooms. The holidays given here are Christmas day and two days following and Good Friday; on Easter Monday work ceases at 5 p.m. Machine-makers wages are from 3s. to 12s. a week, averaging about 12s.; they are paid by the day.

360. MESSES. GIBSON AND WOOLLEY, FOREGATE STREET.

Nearly 100 females were here employed, the youngest being over 12 years of age. Several had begun work at other factories but came before they were 11 years old.

The hours in summer are from 7 a.m. to 7 p.m., and in winter from 8 a.m. to 7 p.m., two hours being taken for meals in the former case an hour and a half in the latter, as they then had their breakfast before they came. For about two months previous to my visit (May 27) they had worked overtime until 8.30 p.m. for five nights in the week, but never later.

The earnings were stated as varying from 6s. to 12s. a week, most being paid by day work; the

average was about 11s. Besides the ordinary holidays of the town a special day was set apart, usually in the beginning of June, when all the hands went to some park in the neighbourhood for a picnic. The rooms were well ventilated and white washed twice a year. Mr. Gibson informed me that their trade was exclusively a shipping one. He also stated that there was no system in Stafford as in Northampton, of small manufacturers having three or four machines, and employing women on work taken out from the large factories. The books were, however, distributed to men at their own houses within a radius of 10 miles or so round the town to be "made," that is to have the soles put on to the uppers.

Second Shoe-
makers.
Bristol.
Mr. H.W. Lord.

361. Mr. HODGES.

Stated that he employed about 30 females on his premises in fitting or at machine work, and as many more at their own homes in felling and shelling; he found it more convenient to give that work out to be done, but did not consider that plan was generally adopted. His hours were from 7.30 a.m. to 7 p.m., an hour being allowed for dinner at 12.30, and half an hour for tea at 5 p.m. In some places they began work at 7 a.m.; in that case half an hour was allowed for breakfast at 8 a.m., but his hands breakfasted before they came. On Saturday they left off work at 4 p.m. It was not uncommon for them to work from 6 a.m. to 8 p.m. when work was brisk; this sometimes lasted for four or five weeks together. Shortly before my visit (May 26) they had worked every day but Saturday for three weeks from 6 a.m. to 8 p.m., making "seven days" in the six. He stated that he was quite sick of the overtime by the end of the three weeks, and that his foreman, who had had charge of a room of nearly 30

females at another factory, assured him that no more work was done with the help of the extra two hours, than could be got through in the regular hours; but that his practice was to pay by the day, and not by the piece, and therefore, if there were any pressure, the hands preferred to take out the week so as to be paid for overtime.

He took girls as apprentices at 14 years old for a term of three or five years; for the first year they would be paid 3s. 6d. or 4s. a week, in the fourth year 5s. or 10s. The earnings of an average worker, whether paid by day or by piece, would be 12s. or 14s. He stated that the women were very difficult to manage, and that he did not like even to go into the place where they worked.

362. The foreman, who appeared to have a very strong dislike to answering any question, asserted very positively that no one was knocked up, or even very tired, at the end of the three weeks, during which they worked from 6 a.m. to 8 p.m.

363. Several persons, both employers and professional men, spoke in strong terms of the deterioration in morals since the high rate of wages and system of factory work had become general. One spoke of the town as being quite changed; especially in respect of the dress and noisy behaviour of the girls on Sundays. One case was mentioned of a foreman, who had seduced several girls who worked under his control.

364. The schools were said by the Rev. C. Jenner to be fairly attended, and at all events to be less affected by the factories than they had been by home work. The general opinion was that in all respects, but that of morals, the factory system was an advance in the right direction. I did not meet with any case of a girl employed in a factory who could not read, and most said they could write and had been to day school.

Bristol.

MESSRS. LUGGS, CASTLE STREET.

365. Mr. Barham*, showed me through the work-room, in which 40 or 50 females were engaged in making "uppers," 15 or 20 being machinists; he stated that a great portion of their work was given out to be done, and was done (the spring sides), and otherwise finished, all this being hand work. Some few as young as 12 or 13 were preparing work for the machine. Machinists rarely began before 15 or 16; they were then apprenticed for two years, and received during that time weekly payments of 3s. and 7s., and towards the end of their time 9s. a week. There was still such a demand for machinists in that trade in the district, that they could only be got on these terms; in some places they were apprenticed to the managers of the room; that he thought a practice open to abuse, if the manager were disposed to be tyrannical.

Each machine would keep about five employed, including the machinist; all were paid by the day, machinists earning 9s., 12s., and even 18s. a week.

The hours had been from 8 a.m. to 7 p.m., but they now left off at 6-40, having their tea at home afterwards, instead of taking 20 minutes out of their time on the premises. For about one month of the 12 they might make a quarter day overtime, or, in other words, work till 9 p.m., but if they were pressed, extra hands were taken on. As light was essential for the work, there were sure to be windows enough in any boot factory; when gas was needed, they reversed every other machine, so as to have one jet between two. The premises were thoroughly cleaned and white-washed every summer; at one side of the room there was a skylight at the top of a kind of shaft, which could be opened without causing draughts. He was fully satisfied that girls who worked machines were far better off and more healthy than binders used to be; as they were able to clothe and feed themselves better, and were obliged to come to the factory, and so have exercise, instead of sitting all day at work at home.

366. Mr. DERRHAM, NELSON STREET.

Stated that the hours observed by the females employed in their boot and shoe factory are from 5.15 a.m. to 6.30 p.m. with an hour for dinner; the overtime never exceeded a quarter day or two hours, and was not frequent. About 150 females were on the premises, half of whom were machinists; these were appren-

ticed at 14 or 16 years old; there were some few younger ones who helped some of the machinists by lacing and preparing the work. Many persons also worked at their own homes for Messrs. Derrham, having one or two machines of their own.

367. Mr. WATERMAN, RUPERT STREET.

Contrasted me over his boot and shoe factory, a new building which seemed to be in all respects admirably adapted to secure the health and comfort of the work-people. I found about 80 females, one-third of whom were machinists, employed in one lofty, spacious, and well ventilated room at the top of the premises. The hours were from 8 a.m. to 7 p.m. with an hour for dinner, to which they went home, and a quarter of an hour for tea, which was taken on the premises. Occasionally, for about three weeks in May, and for a rather shorter time in the autumn work would be continued till 8 p.m. They could take on a few more hands if necessary, but Mr. Waterman considered that

work beyond the 12 hours would not be useful, as they would become fatigued, and unable to work either fast or well. All were on piecework; work was given out, but all that was machined, was also finished, on the premises. Each machine was reckoned to employ three persons, including the machinist. Mr. Waterman thought the tendency now was rather to give work out, than to build additional work-rooms or factories, and that he should adopt that course, whenever a pressure arose, requiring the work of more persons than could be conveniently accommodated on the premises.

* I am not quite sure of this name.

368. MR. BLIGHT, FRANKFORT LANE, PLYMOUTH.

Boat and Shoe-
makers.
—
Plymouth.
—
Mr. H. W. Lord.
—
c.

I have four or five machines, but several in this town, and in Devonport have more than I; for much of the work I still think hand work best. All my hand workers live out. I employ 50 or 60 of them.

They like home work best, because they are independent, even though they do not earn half so much as they would, if they worked on the premises, and were paid by the day. The machinists are all paid by the day; one has as much as 10s., the younger ones 4s. or 5s.; they are about 14 years old. Those who work at home are paid by the piece; if they do two pairs a day they will earn 3s. a week; a fast worker can do six pairs a

day, that is 9s. a week. One woman has earned in the summer as much as 12s. a week, that was by working from 4 a.m. to dusk; she had no need to work so hard, for she had her husband's half-pay, and no children. It all went on the Saturday and Sunday; she often came to me for an advance to pay her rent.

I do not take apprentices; if they know the trade, they can learn the use of the machine in a fortnight. All go home to dinner and to tea; they have an hour for dinner, but take an hour and a half more often. The usual hours are from 8.30 a.m. to 8 p.m., and are not ever exceeded.

MR. H. WILLES, COPENHAGEN STREET, WORCESTER.

Worcester.
—

369. The foreman conducted me over the premises, and gave me the following information, which I verified for the most part by my own enquiries.

Between 70 and 80 females were employed on the premises very few being under 15; the youngest machinist was 12 years old. Machinists were apprenticed for six months, during that time they received 3s. a week; after it their earnings varied with their capacity, one at the end of three months after her time was out, was earning 9s., another, who had been three months longer, earned only 6s. a week, some machinists had 11s. a week; they always began with some light work, such as running the web for the loop on to the lining. Others were taught stitching only, and learned to "skive" or thin the edges of the upper leather with a sharp knife so as to allow of being turned in round the spring;

their other implements are pucks, a square block, and a small metal hammer, with which they fix the material for the machine to stitch. Some of the younger ones had merely to tie up the threads left by the machinists. The hours for all are from 8 a.m. to 7 p.m., with an hour for dinner; for one week in the last year they had stayed till 9 p.m.; but that was very exceptional, and in the opinion of the foreman, unsatisfactory also, as the girls got tired, and did not work so well. Some could read only a very little.

370. At Mr. Wall's boot factory about 40 females were employed, four of whom were 12 or 13. The youngest was the foreman's daughter, a girl only 10 years old; she was working a machine. Their hours were from 8.30 a.m. to 6.30 p.m., with an hour for dinner.

GLOVERS, LONDON.

Glover.
—

AT MESSRS. MORLEY'S, WOOD STREET.

London.
—

371. Mr. Bridge.—I have the management of what you call the staff glove department; the trade name is "fabric," as distinguished from leather. The course of business is the same with the other large glove houses, Messrs. Dent, Fournes, and Foster, Porter and Co., as with us.

The material is sent in the piece from London to the agent in some central place in Somersetshire, Devonshire, Worcestershire, as the case may be. On his premises a few men are employed to cut out, and then the various parts of the glove are given out to be sewn together. The people who do that, are wives and daughters of agricultural labourers scattered throughout the neighbouring country. It is purely domestic work; there is no such thing known as a woman getting ten or a dozen people to do the work, which she has received from the agent there. If they live near, they bring in their work as it is finished, if far off, probably some one goes round once a fortnight, and collects all that is ready, bringing it in for a small

per-centage. The girls are taught by their mothers; a girl of 14 becomes very useful, at 16 or so a girl will often earn as much as her mother, or even more, because she will not be occupied with household matters so much. There are whole villages of born glove-makers; it is quite an hereditary talent, and families prominent after generation are celebrated for their peculiar skill.

We have had as many as 5,000 names on our books of persons employed in this manufacture by us in one year; not, of course, all at one time, but counting all, whether regularly or irregularly employed. About 70,000 dozen a year are cut for us.

[Mr. Pritchard, the manager of the leather glove department at Messrs. Morley's, informed me that that branch of glove making was carried on in the same districts, and in a similar way to the "fabric" glove-making described by the last witness.]

YOUTH.

Youth.
—

372. Mr. Cleal.—I have had four or five girls at a time to teach; some have been 9 and 8 years old. I used to give them out their day's work, when they came, and when they had done it, they might go; they used to come early, by 6 o'clock, after and stay till 7 or 8 p.m. One of them could sometimes at half-past 4 and 5 a.m., and we had hard work to get her away at 8 p.m., she would often be later. She died quite young; we were all very fond of her, and she of us. She was a very great exception, she was always for being at her work, and could not sleep at night for wanting to be here, her mother said. I am afraid her work, and her being such a quick nervous sort of child, must have brought her to her grave; but no doubt many suffer very much from working so long, when they are quite young; my own girl there has suffered very much.

I should be glad enough for some of them to work longer than from 8 a.m. to 7 p.m.; that is quite long enough, and I believe that we could get through all that is wanted in these hours. So many are obliged

to work half the night, and all night too sometimes, at the end of the week, because they waste two or three days at the beginning. I would never allow of their "shut Mondays."

The children go very little to any school, they certainly don't know much. I used to pay some 2s. 6d. and 3s. a week, the little ones would have 1s. 6d. and 2s.

373. M. A. Cleal (daughter of last witness).—I began, as sewing gloves, before I was 6; I was with four or five others under a mistress, she was very kind, but my health quite broke down with it; we used to work from 6 a.m. to 8 and 9 p.m. She was very practical, and if we were not there at 6, she would not let us come in, and so we used to lose a quarter of a day. The engine hurt me very much; my side used to hurt me, and my eyes were weakened, sometimes I couldn't see.

We used to have an hour to go home for dinner, and half an hour for our breakfast, and for our tea; we took them with us, and had them in the garden.

Sitters. I left her at 15 years old; I only got 1s. 3d. a week then. I could get much more at home working for myself; for a long time after I had learned I was told only 9d. a week.

Yeovil. Many go to a mistress as young as I did, and begin with their mothers at 8 and 7 years old. I know one now, a mere doll of a child, whom they set upon a stool as the engine; I am sure it is very bad for her. Many of them know their letters and no more, very few go to night school. I should like to go now, but I must not risk the right air, the doctor says; besides it is hardly respectable for a girl to be out in Yeovil in the evening. That makes it difficult to get any exercise at all, when you have to be at work all day.

374. Mrs. Butcher.—My married daughter Emily began to sew at 6 years old, she is 21 now. She went to a mistress to be taught; after a month she could do her work well; she stayed there till she was about 14; then she used to bring her work home, for she could get much more by working for herself. I used to take 4s. 6d. and 5s. a week for her, but she only had 1s. 6d., when she worked for a mistress. She used to work about from 6.30 a.m. to 8.30 p.m. for her; at home she often worked from 6 a.m. to 12 at night; that was to please herself; but she was kept much closer to it, where she was before; there were several there, and it was as much as their life was worth to look up, if any one happened to come in. She is very delicate now; her health has suffered no doubt from the hours of work; her eyes have become quite weak; that is with having to look so long at the bright brass of the engine. I have brought my younger ones up to service, for I think that is much better for their health than "gloving;" but I shall teach them gloving too, that they may have that to fall back on. I don't think so many are put out to learn now as used to be; more mothers can teach it. Those who do go out, work about as long as she used to, but I don't think they begin so young now; not many begin before 8 years old; one reason is that schools are so much cheaper. They used to cost 3d. or 4d. a week; but I wish they could have more schooling than they do, even now. There is one of mine I have kept at school, till she is now 9, and I shall try to keep her there for another year, but I don't know how the work will go; it must depend on that. We used to have pads, when I was a girl, but they all use those engines for painting and sewing now.

375. Mrs. Tompkins.—I have 10 children living, and four of them are younger than that one at the engine; she is 9, and has been two or three years at it; she has worked all night before now, and from 6 or 7 a.m. to 11 and 12 at night in the same week. They do suffer in health, and get very little schooling; they only go on Sundays; I can't say much about the reading. If the Queen was to tell me that I must send all my children to school, I should just ask her to take one or two of them off my hands altogether, and be glad if the world.

[This last sentence was in answer to a question put by the manufacturer, for whom she worked, and who appeared very strongly opposed to any interference.]

Another daughter, a girl of nearly 18, told

Messrs.

376. The Messrs. Whitty, jun., who conducted me over their premises, and showed me the whole process of preparing the hides as well as of cutting and finishing the gloves, informed me that about 40 men and 30 boys worked on their premises, those being reckoned boys from 10 or 11 up to 18. They had one under 9 who was "putting up," and an errand boy of about 10, but intended having none in the counting room for the future under 11; these were paid by time, and employed from 8 to 8 in winter, and from 7 a.m.

me she had worked all night twice in a week last winter.]

376. Mrs. Gill.—My girl is now 11; she has not been long at it; they do begin at 8 or 9 years old often; they don't work above 12 hours a day at home. If we are pressed, they are longer perhaps; we do often get pressed at the end of the week; we don't always work on Monday or Tuesday week. They will have to work from 6 a.m. to 8 p.m. at the end of the week; they can't get much to school at any time; 14 hours a day is too much for the little ones. Well, for a girl of 11 too, it is too long.

[I am not sure of the name of the last witness; she gave her evidence reluctantly.]

377. Mary Ann Smith.—When I was 8 years old, I often worked from 4.30 a.m. to 8 p.m.; that was 12 years ago; my health has suffered much from the work; they still begin so young as that sometimes; that little girl who works for me, is between 7 and 8 years old. I think none ought to begin before they are 11 or 12. Some of the little ones perhaps work only for a few hours at home; but if they go out they are tasked.

[The child, to whom this witness referred, told me that she usually worked from 9 a.m. to dusk; her work had been "taken in" on the Saturday afternoon, when I saw her (3.30 p.m.), so she was cleaning the knives to fill up her day.]

378. Mr. Sesswood.—I finish gloves; that consists chiefly in what is called ironing; in most places iron boards are still used for that purpose. There is a fire at one end of the room, and they have to be constantly running to heat their iron; that is fatiguing; young women of 17 or so do that. I have a plan of my own for heating the hand with steam-pipes from a boiler outside; the hands are hollow, and screw to the end of the pipes, which pass up through the table, so that they can sit or stand to the work as they like, and have not that continual running about, besides avoiding the additional heat from the fire being in the room. There is always a steam from the leather. The ironing room should be lofty and well ventilated; fresh air is essential. The glove, while on the hand, is rubbed with French chalk, but only a very little is used.

I employ 9 or 10; some are my own children, but five are boys from 11 or 12 years old. As such, boys are not employed in any factories here under 10; you may find one or two younger here and there, but most are about 11; I take none under 11. That boy, who is younger, has been only a month here; his mother pressed me to take him, saying that he would be in the streets, and not at school, if I did not. He certainly should be at school, but he is better here than in the streets.

[This boy did not know his letters.—H.W.L.] I don't think the young boys usually stay as late as the men do in the factories here; from 8 a.m. or even 9 to 8 p.m. is seldom exceeded. I should say there are 30 or 60 boys under 12 employed at the different factories and finishing places in Yeovil.

Mine have very good health; those two girls have been with me for 12 years, and have neither been ill for a day.

Messrs. WHITTY.

to 7 or 8 in summer; they were sometimes on night or more labor in this department on Saturday night, as the packing and other final processes are done there. In the casing shop boys were apprenticed at 14, usually after having passed through the creasing rooms; here they might sometimes work from 6 a.m. to 9 p.m. at the end of the week, on Friday and possibly Thursday; they left off at 1 p.m. on Saturday. The apprentices were to be paid under their indentures 2s. a week at 14, and to be raised 6d. a

year old 21. A habit had, however, grown up of giving them journey work at 18, if they were able to do it properly, on the terms of their paying out of their weekly earnings 6s. to their masters, and keeping the rest themselves; in the next, the sixth year, they paid 3s. 6d., and in the last 5s., so that an apprentice might be in the receipt of considerable wages.

In the paring room Messrs. Whitby exercised no control; the men brought whom they chose to help them, most being lads of 15 or 16; there was, however, one of 12 helping his father, and another only 10, a fresh hand; this child could not read. Their usual hours were from 7 a.m. to 7 or 8 p.m., and they left off at 4 p.m. on Saturday.

MESSES. BIDE & HILL.

380. Mr. BIDE informed me that the hour of leaving work for the women and boys, who worked on their premises, was 8 p.m.; they came at 5, 7, or 6 a.m., according to the season of the year. The men often stayed till 10 p.m., and the women would be allowed to do so, if they wished it, but they never did. When they did not come till 8 a.m. they had breakfast before they came. He considered that

381. Two girls, who were tampering in a cottage close to Mr. Hill's, told me that they had begun to point at 14, and had found the stooping hurt their chest; they knew of children of 7 and 8 who did so, and thought it very bad for such young ones.—H.W.L.

382. Mr. E. Raymond, who explained to me the process of shaping out the gloves by means of the web, employed 6 or 8 boys of ages from about 11 to 14 in various light work, such as "turning in" or rolling up the material, when stooped out, into pockets for those who fetched the gloves to be sewn at home; in putting studs in, or punching out thumbs, by means of a hand-press, boxing, &c. They went to night school; all could read, and seemed healthy.

383. Mr. Tucker, assistant magistrate, who had for 20 years been greatly interested in the education and employment of children in Yeovil, was convinced that the greatest benefit would result from an adoption of the half-time system, and a general extension of the Factory Acts to Yeovil and similar places, and felt sure that no manufacturer would object after two years' experience of the working of it.

NUMBER IN ATTENDANCE AT THE GIRLS' NATIONAL SCHOOLS, YEovil.

Age -	Under 7.	7-8.	8-9.	9-10.	Over 10.
Old Church -	66	12	16	15	9
Trinity -	84	22	12	5	3
	150	34	28	18	12

384. The mistress of the Old Church School informed me that of the nine girls over 10 years of age only two were children of parents connected with the glove trade. She stated that the attendance of those, who came at all, was very irregular, as they frequently stayed at home to nurse for their mother, who wanted all her time for gloving. She had found it very difficult even to get a class together of the requisite standard for any examination by the Government inspector.

385. The mistress of the Trinity School, which have been in existence for little more than a year, told me that in the past year 11 girls under 7, and 19 between 7 and 10 or 11 years old, had left to go to work, either nursing or gloving, in most cases the latter. For the first half year 12 older girls between 12 and 14 years

In speaking of the age of the younger ones, Mr. Whitby told me that the father of one boy, who was put into the counting room at 10 years old, earned 12. and sometimes 23s. a week. Several young women were employed at the sewing machine, but were 16 or 17 years old and upwards; one little girl of 10, who was helping a machinist, could only read better by letter.

Mr. Whitby stated that no attempt had as yet been made in country places, to collect into one building the women and girls who usually took their work home to sew, but he thought that such a system would have great advantages both for them and the employer, and was very likely to be adopted before long, as the tendency was certainly in that direction.

girls of 7 and 8 were too young to work at the engine; at the same time the chief source of injury to the health was the continual stooping, which might always be avoided by altering the height, either of the stool, or of the engine itself. He had heard of some women, to whom children were put out to learn, having 8 or 10 at a time; the usual plan was to "task" them with so much work to be done in the day.

of age had come for half the day, being employed at gloving or mending at home for the remainder; they, however, had not stayed, some leaving because they had too much work at home, the rest, because all the other girls were so much younger, that they did not like it. They could only read imperfectly, and not one could write.

She sometimes took a class at the Sunday school, and found very many wholly ignorant of the simplest facts of Scripture history. It was found necessary to teach to read, and even to spell, at the Sunday school. She had previously been a mistress of a village school near Street, where several of the scholars were half-timers from the silk mills, and "only wished that such a system was in operation" at Yeovil.

386. The master of the boys' National School stated that he considered the half-time system would be of great advantage to the place; he found that when, as was sometimes the case, boys came to the National school from driers' schools at 9 or 10 years old, they knew no more than their letters, and could not form a letter, or a figure, in writing. He observed that the attendance of school was always largest, when work was said to be slack, and that the majority of parents took them to work as soon as they could earn anything, or help them in any way; from his experience of agricultural labourers he thought they were much more ready to make little sacrifices, in order to keep their children at school, or to send them there, than parents in manufacturing districts.

He gave me the following average of ages in the school classes, stating that it was far below the average in other neighbouring places where glove making was not practised, such as Sherbourne, where the average age of the first class was 12.

In the 1st class 37 boys of average age 10
21 " 38 " 8-9
32 " 48 " over 7

There were six infants, but the majority of the infant boys, 118, had, under a new arrangement, been transferred to the Trinity girls' school. He informed me that there were not above 200 boys attending all the schools of a public character in the town.

387. A gentleman, who has resided for several years in Yeovil, and has taken an active part in connection with the night schools and Sunday schools of the place, informed me that 70 or 80 boys from 10 to 16 years of age attended night schools, which were held three times a week from 8 p.m. to 9.30; it was found necessary to admit them so young, as many were desirous of learning, but had no other oppor-

Glover.
Yeovil.
Mr. H.W. Lord.
c.

Glover.
Yewell.

tunity. In some cases the glove makers paid for the boys; in others they paid 2d. a week themselves; some great boys of 15 and 16 were unable to read.

There was also a night school for girls from 6 to 8 twice a week; but only about 20 attended, and they were 15 or 16 years old. About 1,400 of both sexes attended Sunday schools of all denominations in the town.

He considered the morals of the older gloving girls to be exceedingly low, and stated that love of dress, and drink, and late hours of work, in the factory or at home, produced in the two sexes most lamentable results.

388. Several gentlemen among the clergy, the

Stoke.

389. Mr. Southcombe, Stoke.

In this village of 1,400 inhabitants, we are in a very bad state for the want of proper means of educating the children. There is no national school; a man and his wife are paid by myself and a few others to keep up a kind of day school for boys; they have a night school too, at which eight or ten boys attend; but the girls are wholly neglected, except on Sunday; we have one Sunday school, which is Wesleyan.

The girls are not wholly ignorant, however. I employ 44 females, whose ages vary from 12 to 23; most of them can write their names, and all can read a little, but there I fear it stops. There are some old women who keep dame's schools, with four or five children at a time; they just teach them their letters.

We manufacture only the cloth or "fabric" glove, but the process, so far as the cutting out and sewing are concerned, is in effect much the same as with the leather glove, except that we make more use of the sewing machines; most of those who work on my premises use those machines. Many of them have begun work with me at 11 years of age, some have even used the sewing machine at that age. Their health has not suffered; so far from it, that in these four years, for which we have had a sick club, we have paid out only 18s.; the doctor has a part of the subscription, and the rest is divided at Christmas among the members; each pays 1s. a month.

I find I have only two girls under 13, and only two over 23; they marry young, and then leave the factory, and take out the sewing, or rather the pointing, to be done at home. We send our gloves to be sewn at far nearly as Salisbury in one direction, and Rochester in the other. Between the ages of 13 and 18 I have 20 girls. There are only 20 males altogether in my factory, and the three youngest are boys from 14 to 16 years old.

We begin work now (March) at 7 a.m., in winter at 8 a.m., and in summer at 6.30 a.m.; they leave at 8 p.m. all the year round. When they come at 8 they have breakfast first; they have an hour for each meal, breakfast, dinner, and tea; it would be much better, if they could be made to leave off always at

medical practitioners, and magistrates, used similar language; one stated that girls of 14 were commonly to be found on the streets, and that some were even younger. The amount of money spent on dress was said to be incredible. I was told that girls would frequently sit without any gown or gloves at home all the day, and put on a silk dress for the hour's walk at night, or on Sunday. Both boys and girls were stated to become at an early age quite independent of parental control. Many who were scarcely more than children would pay their parents so much a week for board and lodging them, and spend the rest on dress or amusements.

6 p.m. and go to evening school; we might save part of the time by giving only half an hour for their breakfast and tea, but the remedy for an employer, if the hours were limited, is at our fingers' ends, so to speak; we could employ a few more, a tenth or a twelfth more would make up any time so lost.

They are paid by the piece, but the earnings of machines and all vary very much; one will earn 5s. and another 10s. in a week. As to the machines the fact is that the number of stitches they put in could never be done by the hand.

Those who work at home begin very young, some at 8 years old. The women are glovers all their lives, so, when they become mothers, they teach their children as a matter of course; but we can have no idea of the numbers of persons who make the gloves we give out, nor their age, nor anything about them; the gloves are distributed by those who have them from us, throughout the country for 30 miles round. The younger children usually nurse the baby, so as to let the mother do her own gloving week at home.

390. E. Walters.—Am 21, have worked 10 years for Mr. Southcombe; used to be "pointy" at home; began that at 7 years old, often worked from 6 to 7 a.m. to 8 or 9 p.m., was very tired indeed, but had no father, so was obliged to work hard. The children don't begin much before they are 9 years old usually.

391. Jane Culler.—Am 18, have been 7 years here; have always worked a sewing machine, never found any harm come of it. Have worked in summer from 6.30 or 7 a.m. till 8 p.m., but never got very tired. Have very good health. There are no gloving schools here, all learn at home.

392. [The master of the Wesleyan school reckoned the number of children at 173. He said that he found it very difficult to get any older ones capable of acting as pupil-teachers, the younger ones very soon knew quite as much as those from 15 to 17 years of age.]
—H.W.L.]

Worcester.

WORCESTER.

MESSES. DENT, ALACROFT, & Co.

393. Mr. Ladler, Manager.—We employ about 40 females upon our own premises; 12 or 14 of them use sewing machines; their age varies from about 17 to 24; the rest prepare or finish for these, they are younger; some merely draws the ends of the thread through, and knot them. Our rule is to take none for any purpose under 12, but it is impossible to adhere very strictly to that, for parents, who wish their children to be employed, constantly say that they are of that age, although they know that they are not.

The same rule applies to the boys, whom we employ, and is as often broken through. We have a night school of our own for them; from 70 to 80 attend it; but there are manifest objections to a night school for the other sex. We also make it a rule to take no boys who have not been to school. They are more trouble than they are worth to us, if they cannot read and write a little. Our employment of

females on the premises is of so recent date that we have not adopted any such system in their case as yet.

Our hours now (May) are, so far as females are concerned, from 7 a.m. to 7 p.m.; three-quarters of an hour is allowed for breakfast at 8.30 a.m., and so half for dinner at 1 p.m.; they have no recognised time for tea. Most of them go home for all their meals, but some have tea here. For four or five winter months we do not begin till 8 a.m.; in that case they breakfast before they come. At this time of the year, and during the summer our doors are opened at 6 a.m. for five minutes to allow such of the men and boys as can place work to come an hour earlier, if they please; but that does not apply to females.

The hour of closing, 7 p.m., is always the same for all the females and for the younger boys, who have a weekly wage. Some of the machinists are paid 5

weekly wage, others by the piece; 10s. 6d. or 11s. may be taken as a fair average in either case.

The sewing machine is used for the ornamental part of the work (whether thread, cloth, or leather) on the back and wrist; but the glove is "made," that is, sewn together, and usually "pointed" also, and topped or finished, in the houses of the workwomen. They are distributed in villages for 20 miles round Worcester for this purpose, and are even sent into the south-west counties, Somersetshire and Dorsetshire, from here.

It is not very common for others than members of the family to be employed in this district on the work, which we thus distribute. We do not usually give out to one person more than enough to employ the members of an ordinary family for about a week. The glove is returned to us, and re-distributed, several times before it is complete; for it is commonly "made" in one place, "pointed" in another, and "topped" in a third.

We have no process of ironing for finishing our leather gloves; that is used only for an inferior article; we do, however, use the iron hand in a similar way for our thread and cloth gloves, and have found by experience, how superior, so far as health and comfort are concerned, the gas stove is to the ordinary open stove which we formerly had; it used to make the room so hot as to be quite unbearable.

395. I also visited Mr. Williams' premises in Edgar Street, where 16 girls were working, their ages varying from 12 to 24, and obtained from him, and from Mr. Pargetton (Messrs. Groves and Pargetton) the information that Messrs. Dent and Allcroft were exceptional in the number of girls, whom they employed on their own premises, it being still very rare to find more than 10 or 12 in one place, and those seldom under 12, most being 17 and more. One or two girls were only 11; some could not read. The love of dress among the girls of all ages was generally spoken of as excessive, but they were said to have an immoral character. The hours of work were 10 or 11 at most.

396. The Rev. Mr. Serjeant, Chairman of the Board of Guardians, confirmed these statements as to hours of work, age, and moral character, adding that complaints either by or against apprentices were of very rare occurrence. He also considered the attendance of schools in Worcester to be good.

397. Mrs. Williams, Park Terrace.—I send my little girl to making boot linings now; we make gloves, when we can have that work; she is just 10. I have kept her at school as long as I could, for I know they are more useful in the end, as well as being better, for being taught at school. She has been about a month at playing. Children are put to it younger than she is. A mistress takes three or four from about 8 to 11 years old sometimes; there are none such just here.

EVESHAM.

399. E. Pichin.—I am 14 now, and have been at gloving for six years and a little more; I have never done any other work. I work at home with mother; some here learn three or four girls together; we have had two besides ourselves working for us in this room; but most work at home. We usually work till dusk from 8 a.m.; my chest aches often with stooping at the frame, but my eyes don't. We never work by candle light; that hurts the eyes very much.

400. At another house, a mother and two daughters were working at the frame, the youngest of them was 12, and had begun to work at 8; they all found their chests ache, but had not observed any effect on the eye-sight; they usually worked till dusk from about 8 a.m. They reckoned to make six pairs a day of "best men's" from them; and were paid

In an adjoining house a considerable number of girls and young women are employed, not by us, but by a person who takes the work out from us, in pointing with the "frames" or "engines," and working the tops and slits, and otherwise finishing the glove, after it comes in from the country. Our hours are observed there, for the whole block of buildings is locked up by our doorkeeper; in other respects we do not control them.

394. [Mr. Lallier conducted me over all the premises used by Messrs. Dent and Co. We found that several of the girls had commenced working there at 11 years of age, and one or two at 10; these had been brought to help some relatives. One, who was 10 years old, could read only a very little. In the adjoining house, above referred to, there were 50 or 60 girls and young women; one had begun at 8 to sew fastenings on, and several at 9 or 10. The upper rooms here were very low pitched and much overcrowded, but they were very clean; the part of the building in which these worked, who were employed directly by the firm, was in all respects unobjectionable.

but I know of one or two on the other side of the hill. One offered to take my girl and give her half earnings; that would be no more than 1s. or 1s. 6d. a week for a long time. But her hours were from 7 p.m. to 8 p.m., and I think that too long; besides, she is very strict, and they get thumped, if they don't attend to work all the time. Children, as young as my girl, can point as well as well. The younger ones don't often earn more than 1s. 6d. a week; a girl of 16 or 17, who has been a long time at gloving, will have to work hard at home to earn 6s. a week, and she must have a frame to do that. It certainly does hurt the chest with stooping at the frame. I used to find it made my chest ache. These children get very little schooling. I think in the country, the older women sew more and the children are more in the fields. I stayed for three weeks this March at Broughton, a village near here, and it was so there.

398. Mrs. Whetton, Fish Street.—Here I found four females; one middle-aged, two young women, and a child of 7; the older women were "topping," the child sewing work. They stated to me that there were very few working in Worcester so young as 7, and that children were not "kept" to it. Many, however, begin between 8 and 9, and from that to 12 years old. They usually worked at home, but some women had three or four children to teach. One knew of a woman who had had five or six; the hours they usually worked were from 8 a.m. to 7 p.m., but some were later. "They work a long day for little ones." The children are paid 1s. 6d. and 2s. a week, and have no school except on a Sunday.

Gloves.

Worcester

Mr. H. W. Lord.

Q.

EvESHAM.

3s. 6d. or 3s. 9d. a dozen pair, with 7d. a dozen if they did the pointing as well; if they found their own thread, they would be paid 4s. a dozen instead of 3s. 6d., but the thread was usually sent with the gloves from the employer.

401. [In company of the Rev. Mr. Walsh I visited several other houses in EvESHAM, and obtained similar information to the above. I received subsequently the following letter from that gentleman.]

The Vicarage, EvESHAM,
May 18th, 1864.

Sir,
In reply to your note of the 6th ult., I send you answers to your questions. As to the numbers attending the Church National schools, there are from the ages of 7 to 8, 37 boys and 14 girls; from 8 to 10,

Gloves.
Evesham.
Mr. H.W. Lott.

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30 boys and 36 girls; above 10, 22 boys and 30 girls. In the Sunday schools connected with the church we have a total of 81 boys and 88 girls. On account of ignorance and irregular attendance of many at the week-day school, we find it necessary to have them for two hours in the afternoon of Sunday instead of taking them to church. Of those in our national school 22 boys and 30 girls belong to gloving families. And in the girls' school there are six girls who do gloving at home, and attend most irregularly the school. In the infant school there are 90 on the register; of those 60 are girls, and 30 of them belong to gloving families. In the Girls' British school of Evesham the number on the register is 88. Average attendance 55. Those under 6 years, 10; from 6 to 8, 25; from 8 to 10, 30; above 10, 18. Of the girls attending the British school 24 girls belong to families engaged in gardening operations; 12 girls belong to families engaged in the gloving.

The trade of glove making is carried on to a very large extent in Evesham and the parishes roundabout, and it is followed by a large section of females, who are either too proud, or too lazy, to follow more arduous employments. I am of opinion, and it is the opinion of medical men, that it is not by any means a healthy occupation; five or six, and often many more, living shut up in a small badly ventilated room, stooping over their frames, and breathing an impure atmosphere for from 10 to 14 hours together; the consequence of this is, that they all appear most contracted in the chest, and generally complain of pain in the side and chest; in appearance they decidedly pale, or have a fixed high colour, which is not natural. The parents take their children away from school at a very early age, and compel them to work at gloving in the house, and in many cases they do not go to school after 8 years, but are at once put to gloving.

There is no doubt but that many evils arise out of the gloving. The women are allowed to take the work into their own houses, and consequently they are left free from anything like superintendence, or moral responsibility to their employers. Indeed, I imagine the employers look merely to the quality of the work, rather than anything connected with their moral conduct. The houses in which the gloving is carried on are generally greasy shops, and in many cases schools for scandal, and training places for immorality, from the tone of the language carried on there. They are also, as a rule, very dirty and untidy. There is a very little animal food consumed by the glove-makers; their meals consist chiefly of tea and bread and butter, and this arises from the sedentary life they lead, which naturally affects their appetite and digestion. They are in the habit of sitting close at the frames from 10 to 14 hours a day; the wages a first hand can earn is 4s. per doz. pair for Dear's best gloves, and the ordinary glove-makers earn from 2s. 6d. to 3s. per doz. pair. It is only a most expert first hand that can stitch three pairs in the day, but the average is one dozen per week, i.e., 3s. or 4s. per week per hand. If one of the glove-makers spoil a pair of gloves in any way, she is charged the full retail price, 3s. 6d. per pair, and the spoiled gloves are thrown on her hands.*

In the schools we find that these girls, with whom we have the greatest difficulty in maintaining order and good discipline, are those who belong to gloving families. They leave school at much earlier age than in other cases; in fact, as soon as they can sit at the frames. I have heard of cases in which girls have been put to gloving as early as 7, but 8 is a common age to begin gloving. It is a very common thing to find numbers of girls here from 20 to 30, who cannot even write their names, and yet all these might have received a good education, and far superior to that of the older women, owing to the national schools having

been built, when they were small, and of an age to attend school.

With regard to the effect the gloving trade has upon the morals of the young women in Evesham and the neighbourhood, I am sorry to be in a position to state that the far greater number of them lead very immoral lives; it is well known that many girls commence an early life of sin, being ruined as early as 14 or 15 years of age. This no doubt arises from the neglect of the parents, and from their improvident habits; and I believe the parents do not care what the girls do, as long as they can get anything to support themselves. And what they get from the gloving is not sufficient to support them, so that they will sin with anyone, who will give them the means of gratifying their insatiable love of dress.

There is very little open prostitution in the town. I am informed on reliable authority there are not more than three or four, who openly walk the streets to solicit prostitution. I find the number of illegitimate births remarkably few and on the decrease; but that proves nothing as to an increased state of morality; I think it rather tells the other way; indeed, I have no hesitation in saying that the young girls, from the age of 14, who are engaged in gardening and gloving, are highly immoral, and that a great amount of immorality ensues from the immixture of the sexes during the seasons of asparagus tying, pea picking, and plum gathering. I fear that the glove-making is to the young girls of Evesham and the neighbourhood, what the millinery is to the young women in London and the other large cities, a cloak for prostitution and vice. In consequence of this an inordinate love of dress is fostered, and they will do anything in order to get money to make themselves attractive to the young men; besides, the young women having not from 10 to 14 hours closely, go out about dark, just at the time the young men are about after the gardening is over, and you will see in an evening all the streets and favourite places of resort crowded with gaily dressed girls; and this is seen especially on Sunday afternoons and evenings, when they are walking about with young men, and I fear that by the counteraction, that the younger ones hear in the cottages at work, their minds are very early polluted, so they fall an easy prey on the first opportunity.

As regards the morals of the older women, whose glove-makers and work in the gardens, many of them are of very drunken habits (worse, if possible, than the men), and are to all intents of shame, and these, I fear, are a great cause of the immorality of the younger girls; they do not care anything about their children as long as they can indulge their propensity to drink. It is most difficult to get good female servants; as long as they can get gloving, the girls will not go out to service, or be under any sort of restraint. It is, indeed, high time there should be some legislation in the matter. I trust the time will soon be when some of our great and good men, as Lord Kinneir and Shaftesbury, will be able to effect something, so that by the education of our children these great and crying evils may be ameliorated. If I can supply you with any more information for the Commission, I shall be happy to do so; this is a subject I have much at heart.—I remain, &c.

G. R. DARLUS WALSH,
Curate of Evesham and Chaplain to the
Right Hon. Dowager Lady Viscountess.

[The Rev. Mr. Atkinson, curate of Hampstead, a village near Evesham, made statements to me regarding the immorality of the gloving girls in that village very similar to those contained in the above letter.—H.W.L.]

* This must not be taken as the general practice. Mr. Lottier, (No. 282.) of whom I made inquiries after the receipt of the above letter, informs me that Messrs. Dear never adopt any such course; they require the gloves to be brought back, and if Mr. Walsh attributes much of this evil to the tally system, and denounces the travelling packmen in strong terms.

MEDICAL EVIDENCE.

PRINCIPLES OF ROOM VENTILATION.

402. STATEMENT of Dr. JOHN SUTHERLAND, M.D., Edinburgh, Member of the Royal Commission on the Sanitary state of the Indian Army, Commissioner for Improving Barracks and Hospitals, and President of the Sanitary Section of the International Exhibition (1882), &c., &c.

War Office, 20th June 1884.

DEAR MR. GRAINGER,

In reply to your request that I would inform you as to the principles which have guided the Barrack and Hospital Improvement Commission in the ventilation of rooms, I have much pleasure in sending you the following brief statement, which you will find expanded into detail in the General Report of the Commission itself (pages 38-55).

A healthy atmosphere, such as nature has provided for the support of animal life, is composed as follows:—

Oxygen gas - - - -	21 per cent.
Nitrogen gas - - - -	79 per cent.
Carbonic acid gas, from 3 to 9 parts in 10,000 of air.	

Water, from one half to four-fifths of the total amount required to saturate the air.

Any material change in the proportion of these constituents is hazardous to health, and additions to them may render the air either unwholesome or poisonous, according to the nature of the added substance.

The whole art of ventilation is intended to preserve the air in a room of the constituents and in the proportions indicated above.

In a room inhabited by human beings we find the following very important changes produced in the air.

1. Oxygen is withdrawn by the process of respiration and its proportionate quantity is reduced.
2. The oxygen withdrawn is replaced by an equivalent of carbonic acid gas.
3. The relative amount of moisture is increased by the exhalation of watery vapour from the lungs and skin.
4. This exhaled moisture carries with it a large quantity of animalized excreted matter ready to enter into decomposition.

In short, the vital element, oxygen, is withdrawn, and its place supplied by two poisons, viz.—Carbonic acid and poisonous animalized matter dissolved in aqueous vapour. When carbonic acid amounts to a half per cent. of the total mass of the air it produces mischief.

An adult gives off by the process of respiration alone nearly a cubic foot of carbonic acid per hour, and thus in an unventilated room, allowing 300 cubic feet of contents for each inmate, this dangerous state of the air would be produced in an hour and a half.

But carbonic acid is far less injurious than the excreted air poisons referred to above.

An adult gives off from the skin and lungs about a pint of fluid, in vapour, every eight hours, and this fluid carries as much animalized matter in solution with it as it can hold.

Hence an eight hours' occupation of an unventilated work-room, allowing 300 cubic feet per worker, would render the air impure by the absorption of about eight cubic feet of oxygen by every occupant, the addition by every occupant of about eight cubic feet of carbonic acid and a pint of water in vapour, carrying with it a large quantity of poisonous animalized matter. It is this poisonous air poison which occasions the close foul smell of unventilated inhabited rooms, especially sleeping-rooms. It saturates every wall and ceiling, and covers the furniture. It can be scraped off and examined. It is absorbed into the blood by respiration and then it causes loss of vigour,

bleaching, blood disease, tuberculosis and consumption, in many cases predisposition to fever and to general nervous ill health. In such a state of the atmosphere little good work can be done, and of all the "negligences and ignorances," which afflict the workers, this neglect of the state of work-rooms is the most costly to the employer.

There is no escape from this law, or from its consequences.

In our own department of work we had to determine what amount of air was necessary to keep rooms healthy. We performed a long series of experiments to ascertain the point, and the result was that a mean quantity of 1,200 cubic feet of air per hour was required for each inmate in a closed sleeping-room.

We carried out our works on this assumption, and subsequent inquiry made by others has shown that this 1,200 cubic feet per inmate per hour is simply the minimum quantity required to keep the air, not quite pure, but sufficiently pure.

In sleeping-rooms, however, there are no lights nor fires, and in barracks there are no ladies nor processes carried on which tend to increase the amount of impurities in the air, beyond the amount due to the presence of human beings. In ventilating work-rooms these additional sources of impurity must be taken into account. If the work itself gives rise to atmospheric impurity, this impurity must be provided for separately in all ventilating arrangements.

To take the lighting alone, we find that every burning candle introduced into a room is about equivalent in its effect on the air to the introduction of an additional inmate. Two common gas jets require more fresh air than would suffice for the respiration of three men. Two ten gas lights are equivalent to the addition of eight occupants to the room in which they are burned.

Generally each cubic foot of good coal gas consumes about $\frac{1}{2}$ cubic feet of oxygen, and produces $\frac{1}{4}$ cubic feet of carbonic acid, together with a large amount of watery vapour and other deleterious products.

These facts will be sufficient to show the necessity of providing for the removal of all products of gas combustion. Besides injuring health they weaken and destroy colours and fabrics, and are, on the more commercial side, extremely costly additions to the air of either shop or work-room.

For simply removing air impurities occasioned by the presence of human beings in a room, we have adopted the following practical principles.

1. We have found it absolutely necessary to allow 600 cubic feet for every sleeper in a sleeping-room. There are several practical reasons which have determined this amount, but chief among them stands the fact that in order to ventilate without injury to health you must have a certain cubic space to act as a relay of air, into which you introduce a certain amount of fresh air at one end and from which you remove a certain amount of impure air at the other. You cannot ventilate if there are drafts, and drafts increase in violence in proportion as you diminish the space through which you have to pass 1,200 cubic feet of air per inmate per hour. Again, unless you have a certain amount of warmer air with which to mingle your colder air coming from without, you will lower the temperature too much, and subject the inmates to sudden alternations, hot to cold. Suffice it to say that experience has fully justified the amount of cubic space we have employed apart from all theoretical reasons.

2. Besides this, it has been necessary in winter to warm part of the admitted air, in addition to the radiating effect of a common open fire-place. No open

Medical
Evidence.

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London.

Dr. Sutherland.

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fire-place can heat so large an amount of air by radiation alone as is required except in a very small room.

We have made use of a grate made by Messrs. Kennard for the War Office. It is like a common fire-grate, but it has a fire-brick chamber behind the fire, through which chamber fresh air from the outer atmosphere passes into the room above the chimney breast, after being warmed to 70° or 80° F.

In larger rooms, such as schools, we use stoves with open fronts and fire-brick air chambers, and all the air to be warmed is passed through these chambers from the outer air.—No air to be warmed is taken from the room in any case. All is fresh air from without.

3. For removing the foul air of rooms, we introduce square wooden shafts carried up from a corner of the room above the roof of the buildings. To these shafts we give a sectional area corresponding to the cubic contents and inmates of the room.

A room with 4,800 cubic feet of contents would contain $\frac{4800}{350} = 13.7$ inmates, and

In such a room if on a top floor the shaft would have a sectional area of one square inch for every 50 feet of contents, or $\frac{4800}{350} = 13.7$ square inches.

For floors next below the upper we allow one square inch for every 55 cubic feet, or $\frac{4800}{55} = 87$ square inches. For all floors below these we give one square inch for every 60 cubic feet, or $\frac{4800}{60} = 80$ square inches.

Whenever the number of inmates is increased beyond eight in such a room, these sections would of course no longer hold.

4. All fresh air introduced into such rooms should come in close to the ceiling. If introduced at the floor it cools the air injuriously about the feet of the inmates, and it causes drafts.

We have abolished this situation for inlets, and all ours are at the ceiling. The best inlets for fresh air for work-rooms are Sherrington's valves. There are several others, some with wire gauze or perforated zinc, but Sherrington's are best in practice. We generally put them above or between the windows.

We allow one square inch of inlet area for every 60 cubic feet of room contents, so that for such a room as that instanced above we should give the inlets 80 square inches of area. With Krauss's grates for warming part of the air it would not be necessary to make the fresh air inlets above half the area. That is, in a room with 4,800 cubic feet, into which a warm air grate had been introduced, the fresh air inlets at the ceiling might have a total area of 40 square inches.

5. For gas ventilation we use a funnel over the burner, having a tube carried into the chimney or into the ventilating shaft to increase its draft. But in hospitals we have recently introduced a glass globe,* suspended by a metal tube from the ceiling. The lights are enclosed in the globe, and all the fumes pass away by the tube along the ceiling to the outside.

These are the general principles which we have had successfully in use in the ventilation of barracks and hospitals for years. But in applying them everything depends on the situation and construction of the house or building. In open, high, airy positions there is no difficulty in ventilating rooms with numbers of inmates. The difficulty begins when the house is situated in a close narrow street, court, or district.

I am not prepared to state that the plan and dimensions I have given above would answer everywhere. Ventilation is an art to be applied under very variable conditions, and all our works have been carried out after examination of the rooms to be dealt with.

Such an examination I look on as being indispensable to success, and even after works are carried out they may require some modifications or additions to

render them sufficient for maintaining the purity of the air.

On the general question of what amount of cubic space is necessary for health, I would remark:—

1. That for sleeping rooms, ventilated, 600 cubic feet are required.

2. That for work-rooms very much will depend on the nature of the work. Active occupations where the muscles are much used, are far more healthy under even unfavourable conditions of ventilation than are sedentary or passive occupations. A cubic space of 400 feet with proper ventilation will be more healthy for an active workman than 600 would be for a tailor.

For sedentary occupations I should consider 500 cubic feet of working room with abundant ventilation and warming by no means too much for health alone. Warming is essential. Sedentary occupations are not heat-producing. They are all cold. Every breath of cold air causes a shiver in the workers, and they close up every cranny to protect themselves, notwithstanding the certainty of disease, and possibly of death, before them. What has to be done is to combine skillfully fresh air with heat in some such way as we have endeavoured to do it, and it can be done.

Many small work-rooms may be improved by Arnott's ventilators into the chimneys, and Sherrington's at the ceilings.

For work-rooms in upper floors or under roofs the double tube ventilator of Mr. Mackinnon will be found to answer well. It answers both as foul air shaft and fresh air inlet. But it does not warm the air.

Nearly every barrack-room and hospital ward in the United Kingdom has been ventilated on the principles stated above, and it may be of interest to compare briefly the mortality and leading fatal diseases in the army before the barracks and hospitals were improved with the present sanitary state of the troops at home stations, and also with the civil population of the soldiers' ages.

To begin with the last of these elements, we find that the English male population between the ages of 15 and 45 yields a mortality of 9.8 per 1,000 living per annum. The infantry of the line before the Crimean war yielded an annual death-rate of 17.9 per 1,000 living. We began our improvements in 1858, and the mortality among the infantry has since averaged about 8.38 per 1,000 living per annum. In 1882 (the last return), it was 8.09 per 1,000.

The death-rate among the different classes compared has been made up as follows:—

	Annual Deaths per 1,000 living.		
	Gravimetric Deaths.	Chest and Pulmonary Diseases.	All other Diseases.
English Male population, ages 15-45.	26	4.8	20
Infantry of the Line serving at home, 1857-66.	41	19.1	21.9
Infantry of the Line serving at home, 1870-81.	0.96	4.2	24

I have used the most recently-published returns, but the proportions of mortality from the different diseases remain much the same at the present date. You will perceive that the real cause of reduction in the soldiers' mortality has arisen from the great reduction which has taken place in "foul air" diseases. These of the epidemic class have fallen to less than a fourth part of their former prevalence, and the mortality from consumption and its allied diseases has fallen from 10.1 per 1,000 to 4.2 per 1,000. Formerly the mortality from chest affections in the army exceeded the total mortality from all causes in the civil

* The makers of these globes are Messrs. Stevens & Sons, Durlingham Works, Southwark Bridge, S.E.

population. Now the mortality from chest disease in the army is less than it is in civil life.

After our experience I can see no reason why with ordinary care, and at a very trifling cost, the high death-rate among certain classes of work-people may not be greatly reduced. A high death-rate among any class of workers is a very early signal for their employers; for one of the things it indicates with certainty is inefficient and costly production.

I remain, &c.

J. SUTHERLAND.

R. D. Grainger, Esq.

Cases of Death, per 1,000 Deaths, of Females at 15 and upwards.

	Phthisis.	Consumption of Bowels.	Fever.	Diarrhoea, &c.
Needlewomen	438	95	106	11
Shopkeepers	127	900	27	33
All classes in the City	194	215	45	33
All classes in England	214	105	45	34

Medical Evidence.
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London.
Dr. Lethbridge.
C.

403. Dr. LETHBRIDGE, M.B., M.A., Ph. D., and Professor of Chemistry in the Medical College of the London Hospital, and Medical Officer of Health for the City of London, &c. &c., on the Sickness and Mortality of Needlewomen.

41, Finsbury Square,
May 21, 1864.

MY DEAR SIR,
I regret that I have not had an opportunity until to-day to write to you about the needlewomen of the City.

In the course of the last nine years I have classified every death in the City according to age, sex, occupation, and residence, as well as according to the special cause of the death. I have therefore now accumulated facts which throw a light on the influence of occupation on the value of a City life; and as regards the subject of your inquiry, namely, the mortality of needlewomen, the following facts may perhaps be of use to you.

During the last nine years there have been 295 deaths of needlewomen at 15 years of age and upwards in the City of London, and there have also been 181 deaths of their children under 15 years of age, making altogether 476 deaths of this class.

Of these 295, which may be regarded as the working or self-supporting portion of the class, 97 only reached the age of 45, and but 32 arrived at 65. Of every 1,000 deaths, therefore, among needlewomen at 15 and upwards, 671 occur before the 45th year of their age. Among all classes of women in the City at this age the proportion is but 325 per 1,000 of the deaths, and among the better classes, as the shopkeepers, it is only 296 per 1,000. The mortality, therefore, of needlewomen at from 15 to 45 years of age is at least twice as great as that of other classes.

And, again, if we examine the mortality from another point of view, namely, from the facts shown by the mean age at death, it will be seen that the value of a needlewoman's life is but small. At from 15 to 45 years of age the mean age at death among all classes of females in the City is 29·6 years, and in all England it is a little more than 30 years; whereas with the needlewoman it is but 24·7 years. At older ages the mean age at death is as follows:—

Mean Age at Death of Women.

	Needlewomen in the City.	All Classes in the City.	All Classes of Women in England.
15 and over	24·4	34·1	33·3
45 " " "	60·2	66·9	67·8
60 " " "	70·4	75·1	76·8

These facts are sufficiently clear in their indications of the high death rate and the early mortality of needlewomen; but the question will naturally arise whether this excessive mortality is due to an unhealthy character of the occupation, or to the fact that the occupation draws into it the weakly portion of the community. An examination of the causes of death may furnish us with an answer to this.

From this it is manifest that the two great causes of death among needlewomen are phthisis and continued fever. The former disease is at least three times as fatal with them as it is among the better classes of women in the City, and the latter is nearly three times as fatal. How far the occupation may be concerned in causing phthisis is an open question, but there can be no doubt of the influence of the occupation and its concomitant circumstances in developing, or at least in favouring the malignity of continued fever, for there is no other class of persons in the City, excepting those who are occupied in waiting on the sick, who are even nearly so liable to attacks of this disease.

And there is yet another aspect of the question that deserves consideration. More than one-fourth of all the deaths among the children of needlewomen is from tubercular diseases, as scrofula, tinea, and hydrocephalus. In all England the proportion is scarcely 7 per cent. And here, again, it may be asked whether this terrible manifestation of tubercular disease is due to the condition of life, to the close atmosphere, the poor diet, the filthy home, or to the natural taint of a scrofulous constitution. But let it come whence it may, it is clear that there is great necessity for improving those social conditions which, if they do not actually engender the disease, are largely concerned in maintaining it. A very slight acquaintance with the habits of the needlewomen, and the many circumstances which tend to imperil her strength and sap her constitution, will be sufficient to show how urgent is the necessity for a large improvement of her social condition; and not alone is this needed among the very poorest classes who are struggling for existence, and who either die young or find their last home in a workhouse, but it is also needed in those more refined establishments where the slaves of fashion are worn out by exhausting labour, or are hopelessly injured by the close atmosphere in which they are obliged to work and sleep. In the latter class, indeed, three great improvements of their occupation are necessary, namely, shorter hours of labour, more space for healthy respiration, and a proper regard to the effective ventilation of the rooms where gas is used.

I have written this very hastily, but I hope it will serve the purpose you had in view when you asked me to give you some information on the subject.

I remain, my dear Sir,

Yours truly,

H. LETHBRIDGE.

R. D. Grainger, Esq., F.R.S., &c.

404. EXAMINATION of the Effect of Blue Glass on Gas Flames. By Dr. LETHBRIDGE, M.B., M.A., Ph.D., and Professor of Chemistry, &c.

41, Finsbury Square,
29th June 1864.

DEAR SIR,

I HAVE made a careful examination of the effect of blue lamp glasses on the colour and intensity of the gas flame, with the view of ascertaining whether the quality of the light would be improved without seriously destroying the illuminating power. The results are, that when common London gas is burnt at the rate of five feet an hour from an Argand burner of 16 holes, with a screen such chimney, the orange yellow colour of the flame is decidedly neutralized by the complementary blue tint of the glass;

Medical
Evidence.
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Dr. Leakey.

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and the flame is whiter and more agreeable to the eye; but the loss of light is rather serious; for when the gas is burning at the rate already mentioned with a colourless glass chimney, the illuminating power of the flame is equal to the light of 14 sperm candles; but with the blue glass it is equal to only 11·7 candles—the loss of light, therefore, is nearly 16½ per cent. This is equivalent to burning 16½ per cent. more gas in the rooms to get the same amount of light; and this would have the effect of heating and vitiating the atmosphere to the same extent. In considering, therefore, the advantage derived from a more agreeable light, we must not lose sight of the disadvantage arising from the increased injury to the atmosphere. I enclose a table which illustrates the relative values of different illuminating agents in so far as they affect the temperature and purity of the atmosphere; and I may add that they are the results of my own experiments. I may further mention that for every pound of water raised one degree of Fahrenheit by the heat of the combustible, there are nearly 5 cubic feet of air raised to that extent, so that the gas of a single burner giving the light of 12 candles will, in an hour, raise the temperature of nearly 700 cubic feet of air from an ordinary temperature (56°) to the uncomfortable temperature of 80°. This and the other facts of the table will show the necessity for good ventilation where gas is burnt in the work-rooms.

RELATIVE VALUES OF ILLUMINATING AGENTS, in respect of their heating and vitiating Effects on the Atmosphere, when burning so as to give the Light of 12 Standard Sperm Candles per hour.*

	Pounds of Water raised 1° Fahr.	Oxygen consumed (Cub. Ft.)	Carbonic Acid produced (Cub. Ft.)	Air vitiated (Cub. Ft.)
Cannel gas - - -	2450	3·20	2·01	50·2
Common ditto - -	3294	5·48	3·28	80·2
Sperm oil - - -	2535	4·73	2·52	65·5
Bitumene - - -	3305	4·48	2·54	66·0
Paraffin - - -	3419	5·63	4·20	112·9
Cumulative - - -	3951	6·65	4·77	118·9
Sperm tins - - -	3517	7·57	5·37	131·7
Wax candles - - -	3621	8·41	5·99	148·5
Stearic ditto - - -	3747	8·52	6·25	152·2
Tallow ditto - - -	3624	13·05	8·75	218·2

Truly yours,

H. LUTHERY.

B. D. Grainger, Esq.
405. CARSTEN HOLTHOUSE, Esq., F.R.C.S.,
Surgeon to the Westminster Hospital, and
the Surrey Ophthalmic Hospital.

I have had much experience in ophthalmic disorders; I see from 2,000 to 3,000 cases every year. I have paid much attention to the effects of occupation on vision, especially as observed in young women employed in needlework. They are much subject to what is called asthenopia, i.e., a want of power to sustain vision for any length of time on near or small objects; the focusing or accommodating power of the eye (a muscular act) becomes exhausted by over-use, so that the patient can no longer maintain it in focus, and vision is consequently indistinct; this necessitates rest, and the eyes are either closed or directed into vacancy till their exhausted muscular energy has been renovated. The further progress of this disease is manifested by the periods of working power becoming shorter, and the intervals of rest required becoming more frequent and longer, so that girls who once could work continuously for one, two, three, or more hours before they experienced any asthenic symptoms, will now be unable to work without resting their eyes for more than half an hour or 20 minutes, and even much shorter periods. These symptoms always become aggravated at night, or if the girls are employed on dark colours, or black, which is found very trying to all eyes but the best. The aggravation of the symptoms at night I believe to be owing partly to the general bodily exhaustion consequent on long continued

work; partly to the artificial illumination by which these girls work, so different both as to quantity and quality from daylight; and partly to the increased deterioration of the atmosphere by combustion. This affection is chiefly met with in those whose eyes are naturally or congenitally somewhat less refractive than they ought to be, and whose powers of accommodation are therefore more called upon than they would be in the healthy eye. But that the asthenopia is really brought on by over-use of the eyes, is proved by the length of time which often elapses before the symptoms manifest itself, not indeed till the system generally, and the eyes in particular, have become weakened by overwork; by the great benefit derived from tonic medicines; and by the greater working capacity of three women on Monday after the Sunday's rest. Besides this very common affection, which may be greatly relieved by the use of proper spectacles, diseases of a more serious kind—inflammatory affections of a low type—are occasionally met with, either in the conjunctiva or cornea, or not infrequently in the more important structures of the eyeball—the choroid and retina, leading in the latter case either to total blindness or to such an extent of impairment of sight as permanently to incapacitate the patient from getting her living by needlework. I have no doubt that much of this mischief and suffering might be prevented by shortening the hours of work, by attending to the ventilation of the work-rooms, and, where the individuals are affected with myopia or hypermetropia, by an earlier recourse to the use of spectacles, which correct those defective defects of the eye. Fourteen, and even 16 hours a day, which some of these needlewomen have told me they are obliged to work, is much too long, and, if persisted in, is sure to lead, sooner or later, to permanent injury of the sight. I have a young woman now under my care who has been engaged in various kinds of needlework for the last eight years, and whose eyes are so irreparably damaged that she can no longer earn sufficient to maintain herself by her needle, and wishes to emigrate. At one workshop in which she was engaged, in Little Britain, 30 girls were employed at their needle, in one room with a low ceiling and only two windows in it, from 8 in the morning till 10 at night. At some kinds of workshops have been obliged to work hard day and night to earn as much as 7s. a week, and has been so thoroughly knocked up at the end of the week as to be too tired to go out on the Sunday, or even to read a book.

To sum up, I should say that too many hours continuous working of the eyes must in my tent to fatigue them; but when they are employed, as is not infrequently the case, on black fabrics, by artificial light, and in ill ventilated rooms, the air vitiated by the products of respiration and combustion, there is a combination of unfavourable circumstances which tend to impair the health generally, and thereby to predispose to, and actually excite disease in the delicate organs whose powers are so unmercifully overtaxed.

May 24, 1864.

C. HOLTHOUSE.

408. GEORGE CROVCHETT, Esq., Surgeon to the
Royal London Ophthalmic Hospital, Moor-
fields, late Surgeon to the London Hospital.

Cases of defective sight amongst the needlewomen of all kinds are very frequent; such defect is due to the prolonged use of the eye upon minute objects; it is aggravated by a feeble state of health, the want of delicious air, ventilation, and nourishment. The slighting or focusing power of the eye is impaired, leading to defective vision, and limiting very materially the time during which such persons can use the eye. At first it is found that they can use the eye for a few hours. The period during which they can use the eye is gradually diminished until it is reduced to two or three minutes. The cause from overwork at the needle for about three per cent. of all the eye affections at the Hospital.

* An adult person consumes 1,250 cubic inches of oxygen, and produces 1,664 cubic inches of carbonic acid per hour. Other authorities give a larger amount, and, as stated in the body of this Report, the quantities vary according to age, sex, and many other modifying conditions.

There are certain congenital defects in the eye, connected with the adjustment, which predispose to this disorder, and increase its intensity.

Has found that prolonged work by gaslight tends to develop this condition; that is the time when the sight most rapidly fails.

Young women who have been working all day, if called on to prolong their work by gaslight, are particularly liable to suffer; it is the prolonged effect that causes the evil.

Working together in numbers, thus vitiating the atmosphere, predisposes to this weakness of the eye by lowering the general health.

Many of these patients look pale and anæmic or bloodless, and their general health bad.

Working from 12 to 15 hours a day is likely to produce this state of health.

Knows that many of them do work for these hours.

407. WHITE COOPER, Esq., F.R.C.S., Surgeon Oculist to the Queen; late Ophthalmic Surgeon to St. Mary's Hospital; consulting Ophthalmic Surgeon to the Milliners' and Dress-makers' Benevolent Institution, &c. &c.

I have had great experience in all kinds of ophthalmic disease, and paid much attention to the causes that affect vision.

In nine years I met with 1,360 cases of affections of the eye from overwork.

Ordinary needlework within moderate limits is not injurious, but prolonged needlework produces an inability to continue working; the worker finds it necessary to stop frequently; the object on which she is employed appears misty and confused, and an indescribable feeling is produced, obliging the worker to frequently close the eyes to rest them, until at length, in extreme cases, she cannot work at all. This effect is caused by continued strain and long application of the eyes on the same object, especially in insufficient light. Moderate work in sufficient light would not have that effect.

I have seen cases of absolute loss of sight from overwork with the needle; such cases are not common, but cases of inability to continue working are common. Overwork produces in some instances a permanent injury to the sight; but if the cause is removed at an early stage the evil may be averted. Needlework carried on for 12 or 14 hours most injudiciously to injure the eye from the prolonged strain. Many domestic servants (ladies' maids especially), suffer from needlework carried on at night; and many ladies injure their sight by intimate fancy work, especially crossed work with gaudy colours. The number of cases of injury done to the eye by working for hours, &c., is quite surprising. Working with bright colours or on black for a length of time is the most pernicious. Carried on in moderation, needlework is not more injurious to the eye than engraving or watchmaking.

The custom of having black work done by artificial light is very harmful; the strain on the eye is so great. The occurrence of a public mourning is attended with an increase of eye disorders. Gaslight is worse than daylight. The injury to the eye from gaslight arises partly from the flickering or unsteady motion of the flame, and partly because the gas is deficient in blue rays; it is, in fact, too red, and therefore too exciting to the eyes. The best precaution against mischief arising from this cause, is to have the flame surrounded with chimneys or globes slightly tinted with blue. I attach much importance to the position of the light. It ought not to be on a level with the eyes, but above or somewhat behind the worker. The light should be thrown on the work and not on the eye. Gas produces great dryness of the air, which is irritating to the eye, and to obviate this it is a good thing to have pans of water in the work-rooms where gas is burning.

Unsteadiness of light is a discomfort to the eye, and one source of mischief. I have also seen most injurious

consequences result from reading in railway carriages from the constant oscillation. Where it can be done, it is a great refreshment to dress-makers to have their room hung with blue or green,—but not flock paper prepared with essential green. It is a good plan to change frequently the colour of the work on which they are employed, as a relief to the eye.

If provision were made for the ventilation of gas burners, there would be little risk to the work, and the rooms would be altogether more healthy. Prolonged work in hot rooms must tend to aggravate any disorder or weakness of the eye, which would suffer from the general want of health in the worker. And eye affections are rendered worse by sleeping in badly ventilated rooms. I have frequently found that milliners who suffered from overwork had at an earlier period of life been afflicted with strabismus or scrofulous diseases of the eyes, which predisposed them to disorder.

Where contagious ophthalmia presents itself, there should be perfect isolation, to prevent the spread of the disease, which may be communicated by the use of the same towel, or by washing in the same basin. A simple but efficient mode of preventing infection would be by the use of an eye douche thus made, as originally suggested by Sir William Wills. A cistern capable of holding three or four gallons of water is fixed to the wall; it is open at the top to admit of its being filled, and closed by a well-fitted lid to exclude impurities. A funnel-shaped zinc tube, furnished with a fine strainer, is attached to the bottom; from this extends a pipe of quarter-inch bore; the end is curved and furnished with a stop-cock and rose attached. Below this is a zinc basin furnished with an ordinary plug and waste pipe, into which the water falls. By simply holding the face over the rose and turning the cock more or less, a regulated jet of water can be thrown upon the eyes, which would effectually cleanse them.



408. GEO. LAWSON, Esq., F.R.C.S., Assistant Surgeon to the Royal London Ophthalmic Hospital, Moorfields, and the Middlesex Hospital.

1st. My opportunities for obtaining information concerning the influence of employment on Eyesight are derived from the Royal London Ophthalmic Hospital, Moorfields.

At this institution over 80,000 patients are seen annually, and of these over 10,000 are new cases. This number is made up strictly from the working classes, not only from the immediate neighbourhood in which the hospital is placed but from all parts of England.

The Effect of prolonged Needlework on the Eyesight.

The sight is influenced, 1st. By the direct effect of prolonged work on the eye itself.

2nd. It is often much affected by the impaired health which prolonged needlework necessarily produces.

a. By the direct effect of prolonged work on the eye itself.

1st. By over work of the eye, its accommodative power becomes exhausted.

For looking at near objects, the power of accommodation is brought into action, and a distinct effort is

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required (though at first unperceived) to bring them into focus on the retina, the nervous expansion at the bottom of the eye.

After long work the eye becomes fatigued, the strain is relaxed, and the image being thrown slightly out of focus appears indistinct. A continuance of the work without resting the eyes causes a complete relaxation of the effort to accommodate, and a complete loss of the object on which the eye is fixed.

After a short rest the eye is again able to resume its work, and to continue it until fatigue again brings on the same symptoms of exhaustion.

A continuance of this excessive fatigue daily for many hours, ultimately damages materially the accommodative power of the eye, and renders necessary the early use of convex glasses.

2nd. From long continued prolonged work, the eyes become congested, and a form of chronic ophthalmia is common.

3rd. The retina from a continuance of over work may become more or less paralyzed, and incapable of appreciating correctly minute objects. A form of macularia is induced, which may, unless the exciting cause, over work, is removed, pass on to complete blindness.

The class of patients in whom I have noticed all these symptoms, are, needlewomen engaged in shop work; in making button holes for gentlemen's collars; in bootbinders; and in women engaged at artificial flower-making. Similar symptoms I have seen, though less frequently, in watchmakers, steel plate engravers, and amongst the Spitalfields weavers.

One case I will shortly record:—

Eliza H.—, aged 18. A thin, delicate looking girl, presenting the characteristic appearance of one over worked and under fed. She gets her living by making artificial flowers.

This employment obliges her head to be for a long time continuously in a stooping position.

The room in which she works is hot and confined; 40 women being engaged in it, sitting as close to each other as they are able.

She is occupied from 9 a.m. to 10 p.m. daily, after dark working by a strong gas light. When fully employed she can earn six shillings, but at present she only gains four shillings per week.

Twelve days ago whilst at work with her flowers, she felt a violent throbbing across her temples, and suddenly saw, she says, a bright light like a "star in the sky."

The eye immediately became painful, so as to oblige her to cease from work. She went home to bed, and on the following morning the pain was less but the eye felt hot and looked red. On trying to read with that eye she found that practically she was blind.

She could make out the lower part of an object placed directly in front of her, but the rest of it was dark.

Examined with the ophthalmoscope, the cause of all her present symptoms was found to depend on extensive retinal hemorrhage.

In this patient I think the loss of the eye may be attributed, 1st. To the stooping position she was obliged to maintain during her work, favouring a congestion of the eyes.

2nd. To the many hours at which she was engaged.

3rd. To an unhealthy and debilitated state, dependent on the close atmosphere in which she lived, and the confinement to which she was subjected.

Girls suffer very severely from derangement of the uterine system, when overworked in hot and crowded rooms, breathing an impure air, and denied proper recreation and exercise. The disordered condition of the functions of the uterus reflects itself on other organs, and of these the eye not unfrequently suffers.

4 The eye is much affected by the impaired health which prolonged needlework necessarily produces.

That the health suffers severely in all cases of prolonged work in a confined room, ill ventilated and overcrowded, is a fact known to all.

The want of proper exercise, the continual breathing an impure atmosphere, and the maintenance of a con-

strained position, favour the development of latent disease in all so circumstanced.

In the young, proper growth and development are arrested and a sickly constitution often engendered. The eyesight may and frequently does become considerably affected, and diseases of a low type, dependent on impaired nutrition and faulty assimilation are common, and are witnessed daily in every Ophthalmic Hospital in England.

Influence of other Employments on the Eyesight.

Boiler makers.—Men engaged in boiler making frequently in their work meet with severe injuries to their eyes. In striking hot rivets, and in cutting edges, fragments of the metal fly off with great rapidity and often strike the eye.

They either inflict a wound which is more or less dangerous to the eye, or else the chip of metal lodged itself within the globe. Such injuries to the eye are most common.

My own experience is, that no class of mechanics lose so many eyes from the work in which they are engaged as boiler makers, and the men engaged in striking rivets. One man asserted me that in one establishment in London, there were eight men who had each lost one eye. I have often questioned the men as to why they do not wear wire gauze protectors, and I am invariably told, that although occasionally when engaged in specially dangerous work they do, yet they could not wear them habitually, as their masters would object.

I have been informed by several workmen that wire gauze spectacles are an efficient protection against this evil.

Perussion caps.—Several eyes are lost every year from bad perussion caps. Made of a cheap and brittle alloy, instead of when struck by the hammer merely expending out after the explosion of the detonating material within, one or more fragments of the metal are detached, and fly off with great velocity.

If an eye is struck with one of these, as too frequently happens, it either penetrates the globe or inflicts a very dangerous wound. In all such cases which have come under my notice, I have found on inquiry that the caps used were the cheap ones.

One man lost his eye from shooting at a target for sports; a splinter of the metal flew off and lodged itself in the eye, causing irreparable damage and total loss of the organ.

Another man lost his eye from shooting at sparrows, using at the time some cheap caps he had purchased in the village.

In another instance a child had a piece of a gun cap lodged in the eye, from playing with a toy pistol. The caps were purchased at the toy shop where the pistol was sold. I have mentioned these three cases as illustrating three different uses for which the cheap perussion caps are commonly employed.

On the injurious Effects of working by Artificial Light, particularly Gas Light.

Much work by gas light is prejudicial to the eye. The bright yellow glare of a room so lighted by gas that fine work may be conducted, acts as an irritant to the eye, speedily induces fatigue, and so finally without great discomfort to continue using it for any lengthened period of time.

The congested appearance of eyes in the markets which have been much worked over night in a room well lighted with gas, must be familiar to all.

The injurious effect of working by gaslight is much increased if the light is a flickering one. The continued motion of the light throws alternately and irregularly, into sudden light and shade (although perhaps only to a slight extent) the object on which the eye is fixed, and thus the accommodative power of the eyes, by frequently requiring them to readjust their focus. If gas is to be used for lighting large rooms where many persons are employed for hours at a time, the greatest care should be taken that the best of each burner is perfectly steady.

The argand burner affords a good and steady light.

Each burner should be furnished with a glass chimney, which stifles the light, increases the draught, and favours the complete consumption of the gas. To destroy the yellow glare which is so objectionable in rooms well lit up with gas, each chimney might be fitted with a little enamel glass.

409. H. HANCOCK, Esq., F.R.C.S., Surgeon to the Royal Westminster Ophthalmic Hospital.—We have many cases of dressmakers and other needlewomen at this hospital. They are for the most part out-door patients. They are usually in an amiable condition, the result of long confinement at work in close, ill-ventilated rooms, and want of fresh air and exercise. The long hours of work by gas lights are especially injurious.

What they chiefly suffer from is atrophy of the nerve; this disease is gradually, and to an unsophisticated observer imperceptibly developed; the ophthalmoscope is needed in order to detect its existence in all its early stages.

We treat them with steel and mineral acids, &c., and we especially urge in advanced cases entire rest of the organs, and where possible the patients going into the country; in milder cases we find considerable benefit from getting them into the country from Saturday to Monday.

410. [From the report of this hospital for 1893 it appears that during the previous year 1,531 persons had applied there for relief; of them 53 were dressmakers, 45 milliners, and 120 seamstresses, 2,370 were classed as children, wives, widows, or as having no employment, the rest were distributed among 180 different occupations.]

411. T. FLINTOFF, Esq., Surgeon to the Association for the Aid and Benefit of Dressmakers and Milliners.—My experience during the many years that I have been connected with the dressmakers and milliners' institutions, as medical attendant, is, that owing to the long continuous sedentary employment that the young women are subjected to in the West End houses of business, chest complaints generally prevail, also defective action of the liver, and dyspepsia; hence, in many instances, they are not able to take sufficient to sustain the vital functions properly. From the long and continuous straining of the eyes during working hours they become bloodshot, frequent head-ache is induced, and from this diversion of the proper nervous action to the nerves of the stomach and liver the maladies before mentioned are brought on.

412. E. JONKSON, Esq., M.D., Cavendish Place.—I have laboured for some years, in the exercise of my profession, considerable opportunities of observing the effect produced on the health of the workpeople by the conditions under which millinery and dress-making businesses are carried on in West End houses. No special disorder can be pointed out among them as the result of their

occupation, but there is, no doubt, in them all a low physical tone. Amongst the younger girls anaemia is not uncommon, likewise dyspepsia. Much is attributable to the fact of their being in so many cases in the first instance country girls, who have either never worked before at sedentary occupations, or at all events have done so in a pure air and with opportunities for healthful exercise. Such persons suffer much, and often permanently, from the confinement in close rooms, and the complete change in their mode of life. This is more particularly the case with the younger ones, who commence in London at a time of life when they are particularly susceptible of mental or other functional derangements. Indigestion is common among them. Their stomachs seem debilitated through want of air and exercise. I have every reason to believe that the food is wholesome, and is supplied them in sufficient quantity, generally speaking, and, though plain, is varied, as far as you can expect it should be, from day to day; but their appetites fail, and they grow fastidious, requiring some pleasant relish to stimulate them.

I have always found employers very kind in cases of illness; but they are so pressed for room that the kindest thing for all concerned is in most instances to get the sick ones out of the house, if possible. The private houses, in which the work is to so great an extent carried on, are very ill adapted for pieces of work. Girls constantly complain of getting colds in the work-rooms, owing to their being compelled to sit in a draught, and at the same time speak of the heat and closeness of the rooms. It is very seldom that any system of proper ventilation can be successfully applied, and the space is necessarily very limited, so that in the summer work-rooms and bed-rooms are frequently overcrowded.

I have not met with any cases of ophthalmia, which I should feel justified in attributing to the work of dressmakers. They occur for the most part among the commoner class of girls, the inferior day-workers or more needle-women. They are in most cases entailed affections of the lid, and usually occur in strabismic girls, and at most are instances of constitutional debility, developing itself in the weakest part.

There is an affection of one of the internal coats of the eye, "the choroid," observed in sewing workers. The symptoms are, after long work, occasional temporary loss of sight, and dark objects like flies constantly floating before the eyes. This depends on congestion of the choroid membrane.

No doubt in many places in the season the girls' energies are over-taxed, merely by long hours of work, independently of close rooms and want of exercise. It is obvious that overwork is injurious, but the three matters are always so mixed up together in the cases that come before a medical practitioner that it is impossible to separate them, so as to ascription to each cause its due share in the result. I have no hesitation in saying that some legislative interference to limit the hours of work would be very generally beneficial, and for young persons, at all events, is almost necessary.

[The following evidence is important as embodying the results of a private inquiry undertaken at the request of Mr. Simon, the medical officer of the Privy Council, by an experienced medical practitioner, who has made the matter an especial subject of careful investigation, and has taken valuable evidence of a purely medical nature*, which obviously could be procured only by a member of his profession, and through private interviews with the employed by themselves. It affords me great satisfaction to perceive that a wholly independent inquiry, conducted in a different mode, and under different conditions from my own, in most substantial particulars confirms the evidence, upon which my report is founded.—H.W.L.]

413. J. N. RABBITTE, Esq., Guildford Street, Hon. Secretary to the Epidemiological Society, and Medical Superintendent of the National Hospital for Paralysis and Epilepsy.

The inquiry was conducted towards the close of the summer season of 1893, and its chief object was to ascertain, as far as practically possible, the actual condition of health among the employed, while following their occupation, and holding themselves to be well, in the

higher class ("private") houses of business at the West End of London.

It was necessary that the examined should be in average health, and that they should be persons, whose statements might be trusted implicitly, or would admit

* What of space has compelled me to omit, with Mr. Rabittle's sanction, certain portions of his communication, which are less exclusively medical than those which I have retained.

of ready verification. The essence of the inquiry was the determination of the physical condition of the least-fit workers. The pressure of other professional engagements has prevented the inquiry from being fully completed.

20 persons were examined fulfilling the conditions required; none had been engaged less than 18 months in a West End house. Rightly to have estimated the influence of the employment upon the physical powers, some knowledge of the individuals examined previous to their commencing work as dress-makers would have been necessary. Opportunities of seeing three of the examined several times prior to and after the autumn vacation clearly showed that too high an estimate had in the first instance been formed of their moral state of health. It is requisite to note that the statements of the examined respecting their physical condition are at the best imperfect. Regarding themselves as in good or fair health, it was difficult to induce them to converse with freedom on their actual state. Again, for the same reason, questions could not be pushed to the extent necessary to elicit a thorough history of the health-condition of each individual. The statements made therefore represent a higher grade of health than actually exists.

In only one instance were the general assertions of "good health," or being "quite well," and of "suffering little from the work," apparently borne out by a more detailed examination. I say apparently borne out, as the person referred to was seen but once; and twice or thrice when, during the first interview, all derangement of function has been deferred, subsequent opportunities of seeing the individuals have shown that there was marked and persistent disorder of health due to employment. In the instance, in which attention has been made, the person had lived for several months in a highly respectable, though small, West End house of business, which employs eight resident workers. The hours of work never exceed 12 out of the "season," or 13½ in the season. Work usually closes at 3 o'clock on the Saturday, except in the season. The employed live with the employers as one family. The house is in every respect a "home" to them. The food is good, varied, unspiced, and well served. The bedrooms are comfortable. The employers are very kind and considerate, and the house is a "home" for the employed equally on Sundays as on work days.

In the remaining instances the health was more or less disordered. The examined were not ill, yet they were not well. Their physical powers were manifestly below par. Their state is perhaps most accurately described as one of permanent fatigue, more or less marked. They were subject to fleeting muscular pains, particularly in the back, trunk, and lower limbs. Almost all suffered, to a greater or less extent, from back-ache or side-ache. There was a constant feeling of weariness, which was imperfectly relieved by sleep. A common expression was, "I get up in the morning as tired as when I go to bed." Their work deprived them both of the spirit and power for any other occupation. There was considerable nervous excitability, significant of over-taxed mental as well as physical powers. Their spirits were apt to run into extremes, now being mainly depressed, now unduly excited; "a trifle upset and worried" them. They were liable to nervous headaches and the-dolorous. As more direct results of the confinement and want of exercise, they had feeble although excitable pulses. They were liable to palpitation of the heart. Their extremities, particularly the feet, were commonly cold, summer and winter, from defective circulation. They were nervous to children. Their feet and legs often swelled towards night, and ached miserably. Their respiration was imperfect, the chest expanding insufficiently, and the lungs lacking due inflation. Their digestion was also imperfect. They suffered often from discomfort after eating, or from actual pain; or they were liable to a sense of crawling and sinking. Their appetite was variable, and often squeamish. The bowels were sluggish. Extreme coarseness was the rule. The urinous functions were generally disturbed, the micturition being irregular, abnormal in

quantity, or painful. The examined suffered, in short, from the usual consequences of defective intervals and protracted fatigue, the necessary results of a monotonous and sedentary occupation pushed to excess. The effects described were found among the examined in every grade of development. At the best they were never entirely absent. They had gradually grown from the occupation, and the susceptibility to them seemed to increase the longer the employed had been engaged in it.

[From the typical cases which follow I have omitted some of the remarks made by the witnesses as to the health of their fellow-workers; they are to the same effect as the foregoing statement of Mr. Radcliffe, H.W.L.]

Case 1.

A—, aged 20, day-worker, has worked for four years in first-class court dress-maker's house. Lives three-quarters of a mile from place of business. Commences work, both in and out of season, at 9 A.M.; leaves usually at 9 P.M. Before drawing-rooms work, until midnight one night, and the next night all through until 9 the following morning. Has complete rest for the whole of the drawing-rooms day. At other times in the season, perhaps once a fortnight, works until 11 P.M.; sometimes, but rarely, that has happened two or three times a week. Never works at home; is so tired with her ordinary work that she is obliged, as a rule, to put out her own dresses to be made. Goes to bed at 11 P.M., and gets up at 7 A.M.

Breakfasts at 8 A.M.; tea and bread and butter, occasionally an egg. Dinner provided by herself, and taken to house of business; always cold meat; usually a sandwich of beef or ham and bread and butter. No vegetables throughout the working week. Tea at 6 P.M., with bread and butter, provided by the house of business. The tea is not good; tastes as if it contained much soda. Supper at 10 P.M.; consists, when at home, of cold meat or a chop, bread, and stout; when at house of business of bread and cheese and beer (or porter); the latter sometimes not good. When working through the night, cold ham, bread, and tea or coffee at 9 A.M.; and tea, bread and butter at 8 A.M.; the ham very salt, the butter disagreeable, the coffee good.

The work-rooms small for the number of occupants; very oppressive when the gas is lighted. Fan-tail banners fixed about the level of the eyes when standing.

Suffers much from debility. This first began after two years' residence in London. At times severe pains in the chest and aching in the legs, back, and limbs generally. During heavy work the aching of the legs and ankles has sometimes been so severe that she could scarcely sit in her chair; they became much swollen. Suffers often from a dull, aching pain in the head, with dimming of the eyes. Often turns quite blind during its continuance; it comes on in the after part of the day, after the gas is lighted, and goes off immediately on leaving work and going into the open air. (Appetite variable, bowels extraordinarily constive, menstruation disordered and insufficient.)

Is in as good health as most of her companions. Does not consider herself unhealthy. Others suffer more than she; residents more than day-workers. The former are more liable to headache and fainting. Frequently some of them have to go to bed during the afternoon when under press of business. Coughing is very common in the work-rooms. Many, if they run down a short flight of stairs quickly, cough violently, and are unable to speak for some moments.

Mr. Radcliffe continues:

I saw A— again after a six weeks' holiday in the country, and was astonished at her changed appearance. The pallor of the face had vanished, the pulse was quiet, and digestion normal. She had lost entirely the aching of the limbs and back, her feet and legs no longer swelled, and she had gained considerably in flesh. I scarcely recognised her, and for the first time

fully estimated the extent, to which her physical powers had been depressed by the work of the season, and, indeed, of the whole period since her previous vacation.

Case 2.

E—, a resident at a coat dress-maker's. Work commences in the season at 8.30 a.m., and ceases at about 11 p.m. Out of the season seldom more than from 9 to 9. Often ceases at tea time, 3 or 5.30.

She now (at the close of the season) gets up in the morning almost as weary as when she goes to bed at night. Is too tired to sleep soundly; sometimes cannot sleep till late in the morning. Is liable to distressing dreams. Her appetite keeps up with a little jamparing, else she could not get on. Her Sunday at home in the country is her salvation; the change gives her a new lease of life for the coming week.

She is very pale, and her face is puffy. Towards evening the legs and feet swell and become painful. She is always weary, and her limbs and "bones," and back ache a great deal. The back is very painful at times. The stomach is not doing its work well; her food "lies heavy," or it gives rise to pain in the pit of the stomach. She is troubled with much flatulence and occasional palpitations. She is constantly thirsty; tongue contracted, very red, with papillæ much enlarged at the tip, and covered with a white fur at the centre and at the base. Borels very excruciating; suffers much at intervals from hemorrhoids. Is "bothered" with a cough, which will leave her when she has her holiday. The respiratory sounds in the subcostal spaces are harsh and inspiration is defective. The pulse is feeble and frequent, the heart excitable; menstruation irregular, defective, and painful.

Does not consider herself at all a "bad specimen" of a dress-maker; some are more robust than herself, others less. Should not think of troubling a doctor in her present state of health.

I saw this young person again immediately after a three weeks' vacation, during which she had taken abundant riding and walking exercise. The change was very marked. The countenance, though still pale, had lost that peculiar unhealthy pallor which it possessed before she left town; she had gained flesh; the persistent weariness was lost; the digestive functions were doing their work well, and except a slight redness, with enlarged papillæ at the extreme tip of the tongue, there were no indications of previous disturbance; the pulse had gained in volume and diminished in frequency, and the heart was much less excitable. She had "never felt in better health and spirits."

I have selected these examples as showing in the most marked manner short of acknowledged indisposition or acute illness, the influence of dress-making upon the health both of resident and non-resident workers in two of undoubtedly the best regulated establishments at the West End of London. In these establishments the amount of late and night work is smaller, the food better, and the comfort much greater than in many of the first and second class houses of business in the same quarter of the metropolis.

[Mr. Radcliffe added the following case as an instructive illustration of the health-history of a dress-maker under favourable circumstances.]

Case 3.

C—, aged 18 years, a resident head at Madame —, dress-maker, a respectable second-class house of business; six resident hands, and from 12 to 15 non-resident are employed. She has been in her present situation six months; it is her first situation in town. She previously served a twelve-month's apprenticeship in the country, but did not live in the house of business. She then worked from 8 a.m. to 8 p.m. At first she suffered much from her head in consequence of the confinement and close work, and her courses inter-

mitted for two months. When she came to town she was ruddy and in perfect health. Where she now lives the resident hands rise at 7 a.m., and commence work, both in and out of the season, at 8 a.m. Work ceases out of the season at from 8 to 8.45 p.m., and in the season from 9 to 9.30 p.m.; work is never protracted beyond 9.30. The time for retiring to bed is from 10 to 10.30, but the hands can go to bed as early as they like after work is over. They live at the same table and in the same manner as their employers. The breakfast hour is 7.30, and the meal consists of coffee, bread, and butter, on Sunday bacon or an egg is added. Dinner is served at 1 p.m., and consists of a hot joint one day and cold the next, with whatever vegetables are in season. Beef and mutton boiled or roasted are the staple dishes, but these are frequently varied with fish, veal, and pork; stews and hash are sometimes substituted for joints. There is always pudding or pie with cold joints. The tea hour is 3 p.m.; the meal consists of tea, bread, and butter. Supper is placed on the table at 10 p.m., and consists of bread, cheese, and beer. Half a pint of beer is allowed for dinner, and the same quantity for supper, but in reality the amount is not varied. The food is excellent, well cooked, and most comfortably served. No limit is placed on the quantity consumed, and the meals are not hurried. The work-rooms are roomy and comfortable; the bed-rooms perhaps a little deficient. The house is a thorough house for the resident hands.

The first three months she was in town she was exceedingly well. Then she began to suffer from severe headaches. Sometimes she would get up, sometimes go to bed with a headache. Her head troubled her most at the time of her monthly courses. She was unwell a fortnight after she came to town, then lost her courses for five months. At the monthly time in the interval always suffered more or less pain in the back. She attributes the change herself to the close confinement. During the last three months she has been losing strength. The face has become pale. The legs ache a good deal towards night, and swell slightly. Her bowels are very constipated. The appetite has kept good. She has palpitation, but no pain, after eating. The pulse is normal. As a rule, she is not much fatigued when she comes work in the evening. She has not found the hours for work too long.

From the investigation, of which the chief results have been briefly stated, supported by a much larger experience of the physical condition of dress-makers on a sick-bed, I have no hesitation in affirming that the average work-day of 12 hours, including the time given to meals—the minimum daily period of work almost universally adopted by the best houses of business at the West End of London—over taxes the physical powers of the employed. So far as my observation extends, 12 hours' daily occupation with the needle (for the interval of meals may be left out of consideration)* cannot long be continued without damaging the health to a greater or less extent.

After observing that the day of 12 hours is constantly exceeded, Mr. Radcliffe continues,—

It is an error to suppose that a stress of work falls in the summer season alone—the season *par excellence*. In all heavily employed houses of business there is a winter season, and occasional pushes of work, which tax the powers of the employed quite as heavily as the summer season. In the winter season the hours of work may not be so prolonged, and there may not be so much night-work, but the number of hands employed being, as a rule, fewer, and the work being largely pursued by gas-light, the employed suffer as much, and often more than in the hardest summer season.

On the question of overcrowding and lighting Mr. Radcliffe states that—

The employed in one of the most fashionable houses in town have recently suffered from a pro-

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* Mr. Radcliffe considers that the want of a fixed period of relaxation at meal times, the habit of commencing work immediately after a week, whether it be hurried or not, is a grave evil.—H.W.L.

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Mr H.W. Lord.

tracted outbreak of *typh*, and a somewhat severe irruption of measles. The densely-crowded work-room of another fashionable house is liable to frequent pollution from an adjoining water-closet.

The evil consequences, which the employed experience from the gas, arise almost entirely from the bad arrangement of the burners, and the absence of ventilating chimneys. In one workroom within my knowledge, by the use of capacious ventilating chimneys above the jets, the ill effects, to which at one time the gas gave rise, have been completely done away with.

[Mr. Radcliffe considers that much of the ill health of dressmakers is attributable to the unsuitableness (and in some cases to the bad quality and insufficiency) of the food provided for them, coupled with the frequently offensive mode of serving,* the absence of comfortable apartments for meals and the shortness of the time allowed for them. He mentions a case as coming within his own knowledge, where "the corner of the kitchen (where the meals are taken) is occupied by a sink, and the employed have several times been nauseated while at meals, with sewer air rushing up the escape pipe." The want of sitting rooms "which would enable the employed" to escape after work from the atmosphere "of the work-rooms," the defective provisions for ablution, and the discomfort of sleeping apartments, the neglect of ventilation, and the excessive overcrowding in both workrooms and bed-rooms, are made the subject of strong comment, as also is the absence of suitable provision in case of sickness.]

The want of domestic comfort (he says) tells most injuriously upon the employed; it intensifies the depressing influence of the occupation and is a fruitful source of moral deterioration. In not a single establishment coming within the scope of my inquiry did I ascertain the existence of any provision whatever for the moral and intellectual well-being of the employed.

[In illustration of the mode of living and diet in West End houses Mr. Radcliffe cites several interesting cases, which I have omitted as being in most respects substantially the same as those which have fallen under my own notice.

He refers also to a statement by the head of a Liverpool house that, since she made it a rule to add bacon, an egg, fish, or cold meat to the breakfast of her resident hands, she has found that, although she originally made the change from a sense of duty, she has been more than compensated by the increased amount of work done in the morning.

414. LETTER FROM DR. TREPE, MEDICAL OFFICER OF HEALTH FOR THE HACKNEY DISTRICT.

See, March 16, 1884.

HACKNEY being a suburban district, I have not had an opportunity there of ascertaining the influence on health of indoor employment; I have however often had cases in my private practice of indigestion, impairment of the blood-making processes, great debility, and uterine derangements in young females. The few workshops I have seen in my own locality are not properly ventilated, and there can be no doubt that much of the evil resulting from needlework is caused by want of ventilation. But the difficulty is, not to

The next paragraph, though not connected with any medical question, is too important to be passed over. I have not had any other case of the kind brought under my notice.—H.W.L.]

In one instance I ascertained the existence of a very scandalous system of "truck." A well-reputed and first class West End employer is in the habit of paying her hands, both resident and non-resident, only a part of their salaries when due. Any application for arrears is set aside, until they reach a good round sum, and then the employer proffers the applicant an order upon her tradesman, giving her clearly to understand that, if she does not think fit to receive her arrears in articles of dress, her services will be dispensed with. In the case of one out-door worker earning 12s. a week, the arrears of salary amounted to 2l. In the case of another out-door worker, receiving a similar salary, the arrears amounted to no less than 4l.

[The following statement was made to Mr. Radcliffe, by a first hand, who had worked in two of the best houses at the West End, three years in each house.—H.W.L.]

The work done after 9 p.m. as a rule does not pay for the gas consumed beyond that hour. Frequently not half an hour's work is done between 9 and 11 p.m. or later; when an occasional pressure of business arises the hands would work willingly and well late hours. But systematic working after 9 p.m. leads to no profitable result. The whole of the work done after that time could be readily done earlier in the day, if the workers came to their work less fatigued with the over-night labour. The late hours deprive them of all spirit for their work, and they work without that interest in it that drives the fingers along. They work sluggishly and indifferently. Any excuse to idle a moment is too readily seized upon. In the first house in which I was employed, work commenced in the slack season at 9 a.m. and terminated at 11 p.m. In the busy season work would commence not later than 8 a.m., and be continued until midnight, or 1, 2, or 3 o'clock in the morning. It was common to see some of the hands after 10 p.m. sitting fast asleep with their work on their knees. If there were no particular stress of work, the hands of the tables would take no notice. I have seen workers fall dead asleep in the midst of a stitch. If we worked very late, no relaxation was permitted next day, and as a consequence between 3 and 4 p.m., half the workers in the room would be nodding over their work. In this house I have seen in a single day three or four of the hands faint at their work, and hysterical attacks were common.

[Having regard to the house referred to, I think it probable that the statement as to the hours of work in the season is intended to show extreme and exceptional cases. Witnesses, in other respects adverse, state that work there after 11 p.m. is rare and confined to a few hands.—H.W.L.]

provide means of ventilation, but to induce workers to use them. The poorer classes, including all persons working at sedentary employments, are afraid of what they call draughts, and so shut out all the air they can.

Late hours of work have also produced much evil, but the pressure of business is not so great in the eastern and north-eastern districts, as at the west end of London. There is a great difficulty to be encountered in legislating for stated hours, as the work to be done is in the aggregate not more than enough for those employed, and to compel employers to employ more hands would, I fear, reduce the wages to something below starvation point, or at any rate very

* "I mean by the qualification 'for a house of business'" (says one witness) "that in houses of business neither the

* quality nor the abundance of food, and I may add, nor the richness of serving, is such (so good) as would be met with generally among the class of families, from which the workers chiefly come" (and quare "chiefly,"—H.W.L.).

near it; whilst to limit the age, say to 18 or 19, would throw more work on those above the age, when any great press came in. My patients have told me that a whole room full will be kept up occasionally until 3 or 4 in the morning at the worst and drinking strong tea, and then go to bed for three or four hours, but at the same time they say they would rather do this occasionally, than have their pay reduced. There can be no doubt that work of this kind tells most injuriously on growing persons, as they require more rest.

I have also inquired as to the effect on health of the sewing machine, and I am informed that they all feel better, and look better, after they have got accustomed to the work. More ventilation can also be used, and the feelings of penetration, mal-aise, pain of the chest, indigestion, &c., are often cured by the change of occupation.

In the few work places I have entered (for girls) the majority were under 20 years of age. Work girls marry young as a rule, and commence young, 14 or 15, so that a large proportion are between 14 and 18. I am sorry that I cannot give you any more definite information.

Faithfully yours,
JOHN W. THORP.

H. W. Lord, Esq.

415. LETTER FROM J. LINDLE, Esq., MEDICAL OFFICER OF HEALTH FOR THE WHITECHAPEL DISTRICT.

SIR, * * * * * 1st April 1884.

I RESPOND upon inquiry that some of the rooms are overcrowded and badly ventilated, that the mode of life of the workers is not calculated to sustain health, particularly in the case of growing girls, (the hours of labour being too long, viz. from 10 to 12 hours daily, and the employment being entirely sedentary). That as young men and young women in some establishments work together in the same room for 12 hours daily, with an interval of one hour only for dinner, (but in some instances the young women bring their dinner with them, so that there is no interval for relaxation and for change of air,) the morals and the health of young females under such circumstances are likely to suffer, more especially as many of the young women are under 18 years of age. In some establishments, besides the hour for dinner, half an hour is allowed for tea.

The wages are said to be from 9s. to 14s. per week. Some are employed at "piece work," and I am informed that as much as 12s., 23s., and 25s., per week are earned by skilled workwomen (machinists); needlewomen, who are employed at piece work, earn sums varying from 6s. and 1s. to 3s. 6d. per day. Many of the employes of this kind of labour are Jews, and the working days with them are only five days in the week.

In one of the rooms that I visited, where men and women were working together, there was a bed in which two of the young men were said to sleep.

I may add, in conclusion, that it is very difficult to obtain reliable information upon any subject relating to wages, hours of labour, number of persons engaged at work in the same room, &c., unless you go into the room, and make inquiry of persons engaged therein, and even then questions are answered reluctantly and under restraint.

In one instance I inquired of the proprietor how many young women were employed in the work room, and I was told only two; but on going into the room I saw six young women and three young men engaged at work.

It appears from my inquiries, that persons seeking employment as ordinary workers are more numerous than the requirements of the trade demand, so that many young persons are out of employment, but I believe that the reverse is the case as regards skilled workers.

At one establishment I was refused admittance, but

I was ultimately shown into a kind of shed, in which it was said that five persons worked.

I am, &c.
H. W. Lord, Esq. JOHN LINDLE.

416. LETTER FROM DR. BALLARD, Medical Officer of Health for Islington.

St. Mary, Islington,
Vestry Office, Upper Street, N.
June 24th, 1884.

DEAR SIR,

My opinion coincides with that of Dr. Leakester, that the over-crowding of work-rooms does, at the present time, come properly under the cognizance of a medical officer of health. For although the 29th section of the Nuisances Removal Act is mostly taken as applying to houses in which people sleep at night, there is nothing in the section itself which limits its application in this way. I do not know whether this is the view taken by the magistrates (who are the interpreters of the statute), since, in the way you refer to, we have never attempted to put it into force. Our proceedings for over-crowding have only taken place where rooms have been occupied as tenements by separate families. At the same time, I consider that I have a right, under the statute, to inspect work-rooms which there may be any reason to believe over-crowded. That I have not done so here is not, then, due to a notion that I had no right to do it, but to the multiplicity of other matters which fall within the range of my duties in so large a parish as Islington, and to the feeling that, with my present staff of assistants, and the time which I devote to my official duties, the inspection of work-rooms could only be undertaken at the expense of neglecting other equally important work. And now as to the question of cubic space which ought to be allotted to each occupant of a sleeping-room or work-room, my experience here is derived from what I have observed in the single rooms occupied by several persons together in poor families. And here, in carrying out the 29th section of the Nuisances Removal Act, we have been compelled to limit our demand for space by what it is found practicable to carry out with the present accommodation for poor families in London. I have thus taken as my minimum of space 300 cubic feet. From an inquiry I instituted in 1839, I find that the other medical officers of health have adopted a similar minimum. I addressed a circular to all of these, and obtained 23 replies. I cannot lay my hand upon the original letters, but I have preserved a copy of the important parts of all of them, and if you could call on me some morning you could see it, or have the volume in which it is bound up sent to you, and you can use the replies in any way you think proper. Mr. Simon writes thus:—"Taking into account the amount of ventilation usually provided, a family room, occupied day and night, if affording to its occupants less space than your proposed minimum (300 cubic feet) would have an offensive atmosphere favourable to the production and spread of disease." My own opinion is that a very much larger cubic space than 300 cubic feet per head is essential (with the ventilation usually provided in dwelling-houses) for the preservation of health in sleeping-rooms occupied by several persons. And from what I can gather, the general opinion of such of our profession as are best qualified to judge on this question, agrees with my own. Mr. Pughen quoted by Levy estimates, that for the preservation of health the quantity of air to be supplied for any given time to a single individual, should be equal to eight times that which he would consume in that time. Mr. Levy estimates the healthy capacity for a sleeping-chamber, not provided with more than the usual imperfect ventilation, at 1,400 or 1,500 cubic feet for each individual. A writer in the Brit. and For. Med. Clar. Rev. (vol. vii., p. 6) says:—"unless extreme" "filthy means are taken for the constant removal of the air by some special apparatus for ventilation, so" "that the impure air is carried off as quickly as it is

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" excluded from the lungs, health and strength cannot be maintained in a space of less than from 700 to 800 cubic feet; and that to live and sleep in a space of less than from 400 to 500 cubic feet for each individual, is not compatible with safety to life, even when there is no extrinsic or superadded cause of atmospheric impurity." I am convinced, and can prove it to demonstration, that this is absolutely true as regards young children, whatever may be the case with those grown up, who have greater powers of resistance against poisonous impurities. The Tooting case was an extreme one, but it fell under your own observation. At the Pentonville Gaol Prison (in my district), the cell for each inmate measures 800 cubic feet, and the air is renewed completely every 16 or 20 minutes. No systemic malady ever breaks out there; and the emaciation, to which the prisoners are subject, have appeared to me to result more from the comparatively low temperature at which the galleries are kept (considering the sedentary life led by the prisoners) than to any excess of ventilation.

Thus much for rooms occupied at night. As to rooms occupied as work-rooms by day, I would argue, *a fortiori*, that the space allotted to each occupant should not be less than that allotted for sleeping purposes, and that it ought rather to be greater. This argument may be based upon the observations of Dr. Edw. Smith, which show that the vital functions are more actively performed by day than at night, the rate of the heart's pulsations and of the respiration being greater, and the evolution of carbonic acid greater during the day than during the night. A limited amount of air would in this way be sooner rendered unfit for further respiration. In a work-room 10 feet high, I do not think it would be any

hardly to demand for each occupant eight square feet of superficial space. This would give 840 cubic feet per head—certainly not an excess of space; but with this there ought to be a proper amount of ventilation provided. The only objection I see that is likely to be raised by the medical officers of health in the metropolis to placing the establishments of milliners, tailors, and such-like, where young persons are aggregated in work-rooms, under their superintendence arises out of the amount of work now laid upon them, which has been increased since their appointment in 1853 by the several Acts of Parliament relating to slaughter-houses, cow sheds, hake-houses, &c., all of which come actually under their personal superintendence. More and more of their time is thus occupied every year without any corresponding increase in the remuneration made to them by their several vestries and district boards. If the superintendence of work-rooms be added, some rule should be established as to the scale on which their labours are paid for. This is the difficulty, but at the same time, I think, they are the proper persons to superintend these places. Anyhow, the inspectors appointed ought to be medical men, selected from those to whom sanitary investigations are familiar.

I have replied to your letter thus fully because the subject of over-crowding is one that has occupied a good deal of my thoughts, and I have considered it in its most important bearings. I am anxious, too, to give you all the information I possess, and to add you so far as I can.

I remain, &c.

EDWARD BALLER.

R. D. Gwinger, Esq.

Cheltenham.

417. T. J. COTTELL, Esq., Surgeon, Inspector of Lodging-houses, &c., Cheltenham, considered that milliners and dress-makers suffered from dyspepsia and chlorosis, as a class, more than other young women, such as domestic servants, and that this was attributable in a great degree to want of exercise and bad air; he had, however, observed it in day-workers as much as in others.

Stroud.

418. R. B. CARTER, Esq., F.R.C.S., of Stroud, late Surgeon to the Nottingham Eye Dispensary, has permitted me to take the following extracts from a very interesting letter written by him to me upon the subject of eye disease among dress-makers.

Taking an eye of normal formation and development, there is no reason to believe that the occupation of a dress-maker, pursued under circumstances not excessively unfavourable, would be in any special way injurious. It might become so by being continued over-long without intermission, by unnatural dryness, heat, or other vitiation of the atmosphere, by excess of light, or by reason of the colour of the material worked upon.

After explaining the manner in which these causes act upon the eye, and citing a passage from Dr. Ludwig Böhm's treatise "Upon the treatment of the eye by means of coloured light," Mr. Carter adds—

Black work, by reflecting little light from its surface, and by requiring therefore an excessive general illumination, or the continued maintenance of an exact accommodation of the eye, is often pernicious. But the sum of the whole matter is that the above harmful influences, being seldom present in excessive degree, or very prolonged duration, are as a matter of fact successfully resisted by the *vita natura*. The eye, like

419. J. DAVIES, Esq., F.R.C.S., Surgeon to the Eye Infirmary, Cheltenham, had noticed the great prevalence among seamstresses generally of the ocular derangement called "hypermetropia," which consists in a difficulty "of focusing" the eye for other objects after several days close application to needlework. He referred to Mr. Seelberg Wells' book on "Impaired Vision" (p. 100), as expressing his own experience.

every other bodily organ, thrives under the influence of a proper and legitimate use of its powers, and will endure in many instances a very great amount of abuse.

There are, however, a very large number of eyes that differ from the normal standard in being too fit (technically, *hypermetropic*), and such are frequently found in women of feeble organisation. In them the retina is too near the lens, and falls within the principal focus of the refracting media. Hence arise great troubles and difficulties.

People with fit eyes, unless aided by convex spectacles, are totally unfit for continued exertion at any kind of fine work, and the "dress-makers," who suffer from their occupation, do so, as a rule, not because they are dress-makers, but because their eyes are too fit.

There is no special effect produced, and certainly no tendency, to atrophy of the optic nerve, or to any other particular morbid change that can be looked for with the ophthalmoscope. Generally speaking, the morbid changes would be of the nature of chronic inflammation, and their precise character would depend on individual peculiarities. As a rule, they would be known to exist by functional symptoms, before or quite as soon as they could be discovered with the ophthalmoscope.

420. Dr. WILBERHAN PALMORSE, Physician to the United and General Hospitals at Bath, informed me that it was among the out-patients of the former insti-

tution that milliners and dress-makers were chiefly to be found; he had observed that when girls came in a "languid spleen condition" to obtain advice, that

they were most frequently of that class. He considered that the work of even 12 hours in the day, including the meal-times, was long, especially for apprentices, who would be from 14 to 17 years old. Many who lived at some distance from their place of work had a very short time for their dinner; the want of fresh air, and the sedentary and monotonous occupation

in which they were engaged, frequently in close rooms heated by gas at night, produced the anæmic condition which characterized them as a class. Chlorosis was very prevalent among them, and consumption was under these conditions, if not caused by it, at all events brought into activity.

Medical

Evidence

Bath.

—

Mr. H. W. Lord.

421. **JOHN MOORE, Esq., Medical Officer of Health, Leicester.**—The number of persons, females especially, employed in boot and shoe factories in this town has increased very much, even in the last two years. We have no statistics on the matter, but I believe that that trade employs more women here than any other at the present time. I am not aware that many very young children are employed, and think that it is not the case. I believe also that regular factory hours, 10 or 10½ in the day are commonly observed, and that the workpeople earn good wages.

The state of the work places, however, is often very bad, more particularly with the men who "finish" they generally take it out from the factory, and work at home, five or six together, with some help, in small, unwholesome, dirty places, which are made doubly unhealthy by gas, which they use to heat their furnishing irons. There are a great many such.

The females are chiefly employed in large factories, many of which are new buildings, and properly ventilated; but that is not always the case. Many, who

work on their own account, are only in a small way, and as these sewing machines can be packed much closer together than the stocking frames ever could, there is more danger now of overcrowding. In small places, moreover, the difficulties of obtaining proper ventilation are frequently so great, as to make it necessary that some limit should be placed on the number of persons who are allowed to work in a given area. Our Board of Health passed a bye-law of that nature, limiting the number of children in the dance schools here, and that works very well.

[421a. With reference to the habit of the makers putting the brass springs in the mouth, Mr. Moore wrote to me that the result of a special inquiry, which he had made at my request, was that, although many cases of aphthæ and disorder of the digestive organs occurred, arising apparently from this practice, he had heard of no cases of any very serious character. His information was derived chiefly from cases coming under medical treatment at a provident self-supporting dispensary, consisting of about 4,000 members, and having six medical officers attached to it.—H.W.L.]

Leicester.

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422. **DR. FAIRCHILD, Northampton,** tried to me that, although he was not prepared to assert generally that the use of the sewing machine was injurious to the workwomen, he had met with several cases of excessive prostration of strength, which he could attribute to no other cause, especially where the delicate action was adopted, in which the alternate action of each foot and leg apparently produced an undue strain. He had also noticed that the eye was sometimes affected, but not to such an extent as to create actual disease of that organ. The want of proper ventilation, and the overcrowding of many of the small workshops, and some even of the larger factories, he considered to be productive of more harm than anything in the nature of their occupation. The work with sewing machines was at all events less prejudicial to health than the use of the "clamps" or hand-clovers, which involved constant stooping. This, however, was rarely to be found now, as for most purposes the sewing machine had supplanted hand-cloving.

Broadtail had prevailed among the men employed

in some of the large factories; this was said to arise from excess of ventilation, so to speak, the size and height of the work-rooms making them very draughty. These, however, were, with all their faults, preferable to the smaller work places, which partook more of the nature of mere dwelling-rooms.

The great noise where many men and boys were engaged in one room in riveting had led in several cases to nervous affections.

He had known seven or eight females or more to work together in the ordinary rooms of a small house, and mentioned one case of five machines being worked in a room where a child was lying ill of small-pox.

423. **G. CORROD, Esq.,** one of the Medical Officers to the Union, gave me information of a similar nature to Dr. Fairchild. He considered that some system of placing the factories and workshops under inspection by a duly qualified sanitary officer was essential, and stated that both men and women complained very much of the great heat of the gas in such places in winter.

Northampton.

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424. [The following statement was given me by a medical gentleman long resident in Norwich, who desired that his name should not be mentioned.]

"I have frequently had occasion to observe the physical condition of females employed in the boot manufacture. I find that I can always distinguish them of once from their appearance so soon as they present themselves as patients; they have a singularly emaciated, chlorotic look and are frequently in a stage of incipient phthisis. Many cases of varicose veins occur among the machinists, the result of congested blood. In this respect those who work in woollen and other regulated factories are in a better position than those in the shoe trade, because the latter have to be stationary, while the former move up and down the room.

"Different causes combine to produce this effect; they are chiefly want of proper ventilation and want of diet. In winter especially many suffer from working long by gas light in cold damp rooms, and from being badly clad, badly clad, and badly fed. Some cases have almost amounted to blood poisoning. An enactment, which would regulate the hours, and ensure

proper ventilation and cleansing of work rooms, would be very beneficial.

"Very few girls under 14 are to be found in factories; if they work at all, it is at home. Machines are frequently hired by small men, garret masters, who employ five or six females in ordinary dwelling rooms. The machines are supplied either by the manufacturer whose work they take out, or by the agent who sells the machines.

"I have found the eyes affected, and glandular swellings of the throat are common; in fact, all the symptoms comprehended under the term 'strumosa.' I have been informed on unquestionable authority, that the quantities of such medicines as quinine, steel, and potash, used in the last few years at the Dispensary have been very much in excess of the amount in previous years.

"One indirect evil of mothers and grown up females being employed in factories is that too young children have to nurse and do house work; and, as a consequence, nearly all the children here are 'wrong'; many have the right shoulder 'up'; the number of them who have more or less curvature of the spine, is scarcely credible."

Norwich.

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* A kind of wooden trough held between the knees and used to grasp the leather, so as to leave both hands free to draw the thread.—H.W.L.

Medical
Examiner.
—
Stafford.

425. R. F. WESTON, Esq., and DR. MARTIN, Surgeons to the Stafford General Infirmary, had not observed any bad effect upon the health directly produced by the machine; the latter gentleman, however,

remarked that complaints of headache, loss of appetite, and similar ailments, had certainly become more common among the girls, who worked in factories, than had been the case when they worked at home.

In H.W. Lord.

c.
Tooth.

426. DR. TUCKER, who had for 17 years been the Medical Officer for the Union, said, that girls often began at 7 years of age to work at gloving at home, in fact so soon as they could sit up and use the needle. He had been told by the parents of the necessity of working "all hours," if they were pressed, for fear of "losing their numbers" (being taken off the books of their employers), and had known of children working as long as it was light in summer, and being called at 4 and 5 on a winter morning, and working till 8 or 9 at night. He had noticed cases of lateral curvature of the spine, arising probably from the child sitting

a long time on a stool without any support for the back, but not enough to generalise upon them. He also considered that the hasty manner in which their meals were frequently swallowed, and the habit even among the females of taking beer or other stimulants, in the place of substantial food, to save time, were productive of bad results. He also agreed generally with Dr. Greenhow's views as to the cause of the great prevalence of consumption. The stooping at the "cogles" was also considered materially to injure the digestive organs.

Inspector.

427. STATEMENT OF R. T. HUNT, Esq., Surgeon to the Manchester Eye Hospital, and Lecturer on the Eye, Royal School of Medicine and Surgery.

There can be no doubt that long continued fine needlework is very injurious to the eyes. I have seen several forms of amaurosis, which, if not induced by such work, have been much aggravated by it.

One case of complete horizontal hemiplopia, under my care, was caused by the young female working at mending by gas light late at night, for several nights successively. She recovered within the week, when kept entirely from work, and in a dark room. Extreme cases like the foregoing are rare, but instances in which the sight is more or less impaired, so that the female after a time becomes incapacitated for fine work, are not uncommon. That attention to minute work, for a proper time, is not injurious to the eyes is proved in the instance of watchmakers. In 45 years' experience I have not met with a single case of amaurosis, or any similar affection, in a watchmaker, either in hospital or private practice;

from this I conclude that fine needlework of itself is not injurious, but becomes so when too long continued, and particularly at untimely hours, by gas, lamp, or candlelight, and in close and heated apartments. That this kind of needlework, by night, is carried on in over-heated rooms, is not so much the fault of the employers as of the young women themselves. Their feet become so cold from long sitting that they do not feel sufficiently warm in a moderate temperature.

428. STATEMENT OF JOHN WINDSOR, Esq., Consulting Surgeon to the Manchester Eye Hospital.

In reply to your note I can confidently state, after an experience of above 40 years as Surgeon of the Manchester Eye Hospital, that I believe, and I have some cases noted in corroboration of it, that persons do not unfrequently suffer in their eyes, in the form of amaurotic and also inflammatory affections, from too persistent use of these organs, and especially when too long exercised under artificial lights.

429. EXTRACT FROM A LETTER FROM R. C. DELAGARDIN, Esq., F.R.C.S.; Senior Surgeon Dorset and Exeter Hospital; and Senior Surgeon West of England Eye Infirmary.

I MAY just state that our eye infirmary furnishes from seventy to eighty cases a year of a disorder, which, I think, we properly call weakness of vision. The patient looks at small print or fine work and sees it with distinctness at first, but after a short time the eye feels fatigued and distressed. The vision becomes confused and the employment must be given up until the eye recovers, which it does in a few minutes. It seems to be a true nervous affection, easily removed by abstinence from the employment which disturbs the eye, and by the use of the field glass, valerian, &c.

The persons most subject to this attack, which if neglected, or defied, would produce retinitis, acute glaucoma, and their consequences, are sempstresses of all kinds, workers in the lace manufactories, girls who make the pillow lace, and pupil-teachers who are

working for examinations. The muslin makers however are the chief sufferers. We occasionally have young male subjects,—tailors, shoemakers, engravers, and cabinet makers. In many of these cases I have to insist on the trade being changed. In this I have no difficulty, for no tradesman would venture to put a pressure on his apprentices or servant, in this neighbourhood, where every poor person is known to some person of weight and influence. Added to which there is really more genuine personal regard in the provinces than in the nature of things, be expected to exist in the metropolis.

In addition to these patients, half as many at least must occur in my private practice. These are of a different class; mostly delicate girls who read or write a great deal, work embroidery in brilliant colours, sit opposite solar lamps, &c. Some are tradesmen or clerks, who work by gas light, of which they complain much. I can myself speak of the annoying flicker of gas, which is much mitigated by green glass.

EXTRACTS FROM THE LOCAL GOVERNMENT AND NUISANCES REMOVAL ACTS. (*See § 208 of Report.*)

1. Under these Acts (the Local Government and Nuisances Removal Acts,) any premises in such a state as to be a nuisance, or injurious to health, may be ordered by two justices in petty sessions, or by a stipendiary magistrate, to be made safe and habitable, to be paved, cleansed, white-washed, disinfected, or purified; sufficient privy accommodation, means of drainage and ventilation, may be required to be provided; and while any house or building is unfit for human habitation, in the opinion of the justices, the using it for that purpose may be prohibited till the causes rendering it unfit for habitation have been removed.

2. Any pool, ditch, gutter, watercourse, privy, urinal, cesspool, drain, or sub-pit so foul as to be a nuisance or injurious to health, may be ordered to be drained, emptied, cleansed, filled up, amended or removed, and a substitute provided.

3. Any animal so kept as to be a nuisance or injurious to health may be ordered to be kept in a cleanly and wholesome state, and if that be impossible the animal may be removed.

4. Any accumulation or deposit which is a nuisance or injurious to health may be ordered to be carried away.

Nuisances liable to recur may not only be removed, but an order prohibiting their recurrence may be issued.

Notice of a nuisance may be given to the Local Authority by any person aggrieved thereby, or by any of the following persons:—The Inspector of Nuisances, or any paid officer under the said Local Authority, two or more inhabitant householders of the parish or place to which the notice relates, the Relieving Officer of the union or parish, any constable or any officer of the constabulary or police force of the district or place, and, in case the premises be a

common lodging-house, by any person appointed for the inspection of common lodging-houses.

The following bodies are respectively the Local Authority in the under-mentioned Districts for the purposes of these Acts:—

1. In the metropolis the vestries and district boards acting in execution of the Act for the better Local Management of the Metropolis.

2. Where the Public Health Act, 1848, is in force, the Local Board of Health, and where the Local Government Act, 1838, has been adopted, the Local Board.

3. In corporate towns (except the City of London, Oxford, and Cambridge), the Town Council.

4. In the City of London, the Commissioners of Sewers; and in Oxford and Cambridge, the Improvement Commissioners.

5. Where Local Improvement Acts are in force, the Commissioners or Trustees for the execution of such Acts.

6. The Highway Board, if there be one.

7. The Nuisances Removal Committee, which may be chosen by the vestry under the Act where some of the above-mentioned authorities exist.

But such Highway Board and Nuisances Removal Committee can act as the Local Authority only in cases where they have appointed and are employing a Sanitary Inspector on the 6th August 1860. Where a Highway Board or Nuisances Removal Committee have not made such appointments before that date, they cease to have any power as Local Authorities for the execution of the Nuisances Removal Acts.

8. Where none of the above-mentioned authorities exist, the Board of Guardians for the union; and if there be no such Board, the Overseers of the Poor.

Guardians may appoint a Committee or Committees to act in execution of the Acts in and for one or more of the parishes in their union. (*Sec. 5, 23 & 24 Vict. 7.*)

SCHEDULE (*referred to in the Report of the Commissioners, § 209.*)

FORM OF NOTICE.

TAKE Notice, That on the _____ day of _____ an Act, called "The Loco and Hosiery Warehouses Act," was passed, and that before the _____ day of _____ you, being the owner or occupier of a house (or hosiery) warehouse within [here state the place over which the jurisdiction of the local authority giving the notice extends], must have your loco (or hosiery) warehouse registered, and that the register is to be kept at [here state where the register is to be

kept]; and that if you do not have your loco (or hosiery) warehouse so registered, you will be liable to a penalty not exceeding _____ shillings for every day during which it shall not be so registered after the _____ day of _____ next; and that on your applying to [here give the name and address of the person to keep the register], he will register your loco (or hosiery) warehouse free of all charge to you.

Dated _____

REPORT upon the STRAW PLAIT and BONNET MANUFACTURES and some MISCELLANEOUS EMPLOYMENTS, by Mr. J. E. WHITE.

TO HER MAJESTY'S COMMISSIONERS.

GENTLEMEN,—

- The employ-
ments resemble
others already
reported on.
- Straw plait.
The plaiting
branch.
- The making-up
branch.
- Resemble lace
and millinery
work.
- Plaiting
schools.
- Boys plait.
- Knocking,
dyeing, &c.
- Sewing.
- Importance of
the manufac-
tures.
- The straw plait
district.
1. The employments to which the following evidence relates so closely resemble others of which full accounts are already before you that it will be unnecessary for me to make any very detailed remarks. I propose to draw attention to facts falling under some only of the several heads on which you have as a rule directed inquiry, and relating to parts only of the employments.
 2. The straw plait manufacture, which is the principal employment treated of, consists of two distinct branches. Straw plait making in its strict sense is confined to the making of the plait itself, an employment carried on upon just the same system, in places of just the same kind, and, though not exclusively, by persons of like age and sex, as the pillow lace making.
 3. In like manner, the making up of the plait into the articles for which it is used, viz., bonnets and hats, and which is best described as the straw bonnet and hat manufacture, corresponds closely as to system, places of work, and persons employed with the employment of lace finishing as described at Nottingham, and some branches of wholesale millinery treated of in the inquiry into the manufacture of Wearing Apparel. Indeed it appears to fall as properly under that head as under that of straw plait; so much so that an account of the former employment would appear incomplete without including one of the latter also.
 4. So far as I can judge, any practical conclusions formed with reference to the employment of pillow lace making would be equally applicable to that of straw plait making, and any with reference to those of lace finishing and wholesale millinery equally applicable to that of making up the plait.
 5. Children generally plait in schools, a task of so many yards being set to them by their parents, and the duty of the mistress is to act the part of an overlooker in a factory, and see that the proper amount of work is done. A person who makes this her business can attend to many at a time, and enforce an attention which the mother, who has other engagements, might be unable to secure. Girls leave plait schools when they get big enough to work steadily without constant supervision, usually at about 13 or 14, after which they work at home, like pillow lace makers.
 6. Boys are brought up to plaiting as well as girls, and continue at it usually only till they are of sufficient age to obtain more suitable employment. In some schools which I visited apparently about a third were boys, but most of these were mere children. In some places even men plait.
 7. A few boys are employed in the bonnet manufactories in miscellaneous ways, helping the men who block, &c., and in independent works, such as bleaching and dyeing the plait. I visited the largest works of the latter kind, and found only a few youths and men.
 8. Plait is sewn by children at home, and in some cases under small employers, and also in schools, but in the regular bonnet factories or warehouses no children, and but a few young persons appear to be employed. In these all but a small portion are females. Several of these establishments are of considerable size, employing 200 or 300 persons. One employs 350 females. I was, however, unable to obtain accurate returns, or make much inquiry as to those places, owing to the fact that the time of my visit to the district unfortunately fell just after the end of the season, when the larger factories had to a great extent ceased work and had dismissed the greater part of their hands for the few dull weeks of the summer.
 9. The manufacture in its two branches, viz. the plaiting and the making up, has very largely increased of late years, and is now of considerable importance. It includes a large foreign trade, and employs a very large number of persons, estimated to me by a leading manufacturer at a guess at 50,000 or upwards, or even double. According to the last census the real number appears to be not far less than 50,000, of whom upwards of 44,500 are females. But the gentleman referred to included some other employments connected with it, such as making bonnet and hat blocks, dyeing the plait, preparing the straw by sorting, cutting, bleaching, and making up into bundles, &c.
 10. The straw plait district has been described to me, by persons acquainted with it, as extending over a great part of Hertfordshire, excepting the part adjoining Middlesex, and spreading on the east across the northern part of Essex nearly to the coast, and round by the edge of Cambridgeshire, over a large part of Bedfordshire, and into the eastern part of Buckinghamshire. The plait is made chiefly in the villages scattered over a great part of this district, and in the thickest seats of the manufacture, in almost every cottage. The great centres and markets, and the places where plait is chiefly made up, are Luton and Dunstable, though not entirely excluding other towns, such as St. Albans and Hitchin. In Luton there is a plait market every Monday, when the streets are thronged with buyers and sellers, and on Saturday the streets are full of women and girls bringing in bundles of bonnets and hats, made up at houses in the town, or in the villages round, which they carry for sale to warehouses.
 11. The above is said to be the only part of the kingdom in which straw plait is now made, with the exception of a very little in the north of Ireland, where an attempt has lately been made to introduce it in the place of the sewed muslin work, which of late has very greatly decayed.
 12. The above account of the straw plait and bonnet making district, as furnished to me on the spot, is remarkably borne out by the returns of the last census. From these it appears that of the total 27,739 females of all ages in England and Wales engaged in the straw plait manufacture, 27,235, or nearly the whole, are furnished by the four counties which contain the district above spoken of, viz.

Bedfordshire, Hertfordshire, Buckinghamshire, and Essex, and a part of the adjoining county of Suffolk, in which a small number of straw plaiters is found; and that of these upwards of 20,000 are furnished by Bedfordshire and Hertfordshire alone.

The straw hat and bonnet manufacturers.

13. From the same source it appears that of the total 16,429 females of all ages in England and Wales engaged in straw hat and bonnet making, 7,543, or towards half, are furnished by Bedfordshire alone, and 1,874 by Hertfordshire. The remainder do not appear to be centred to any extent worth noticing in other straw plait making counties, Buckinghamshire having only 348, Essex 122, and Suffolk 166. Some are engaged in bonnet manufactories in London, and the rest are probably scattered in establishments of a like nature or in houses of a millinery character in other towns. The Luton district alone, which includes Dunstable, contains 4,150 female straw hat and bonnet makers of 20 years of age and upwards, or more than a fourth part of all the female straw hat and bonnet makers of all ages in England and Wales, and this exclusive of those in the district under 20 years of age, whose numbers are not given.

Mr. J. E. White.

12. The straw bonnet making district.

14. The following extract, taken from the tables of the last census, shows a remarkable disproportion of the sexes as to number in the Luton and Dunstable districts, which first shows itself between the ages of 10 and 15 years, and which arises, no doubt, from the great demand for female labour for the staple manufacture of the two towns.

Great excess of female population.

Sub-districts.	All Ages.		Under 5 Years.	5—	10—	15—	20—	25—	30—
	Males and Females.	Males and Females.							
Luton - -	21,419	M. 9,338 F. 12,081	—	1,209	1,091	940	841	678	—
			—	1,285	1,327	1,082	1,487	1,061	—
Dunstable -	9,293	M. 4,089 F. 5,205	—	338	499	383	295	251	—
			—	347	569	647	599	457	—

Thus between the ages of 10 and 30 there are in the Luton sub-district 3,567 females against only 3,550 males, and in the Dunstable sub-district 2,238 females against only 1,435 males. After the age of 30 the disproportion gradually falls off. If the population of the two towns only at different ages, without including that of the country portions of the districts, were given, the disproportion would probably be shown to be still greater. In summer, at the end of the season, large numbers of females go home into the country districts, as many probably as 1,000, it is estimated, thus leaving the town of Luton in one week.

15. The effect of this large importation of young females is of course important in its bearing upon their physical and moral condition when away from their place of work. The overcrowding of lodgings from this cause is spoken of by the town surveyor of Luton as an evil which the authorities cannot reach (b. No. 48). Cf. also my Nottingham Lace Finishing Evidence, p. 236.

Its effects.

16. It should be remarked that though the term "straw plait" is commonly used, in consequence of straw being the material most in use, other materials, such as crinoline, wood, &c., are employed in the same way or for the same purpose. Much of this "fancy" work, I was informed, is made up in the east of London.

Other materials.

17. With the evidence on straw plait I have included that relating to two or three other miscellaneous employments closely analogous in system to this and the lace manufacture, and which would more properly form a supplement to the evidence already furnished on the lace manufacture. These are the manufacture of lace, crochet work, and sewed muslin and linen in Ireland, i.e., so far as relates to the embroidery branch of the latter manufacture. The making up of sewed muslin and linen into articles of dress has been already treated of in my report and evidence on Wearing Apparel (B. No. 7).

Lace, sewed muslin, and crochet.

I.—AGE AT WHICH CHILDREN AND YOUNG PERSONS ARE EMPLOYED.

18. Children begin straw plaiting work at a very early age indeed, so early that it seems impossible to believe that their employment can be thought of any real value. It seems worthy of notice chiefly as showing the general disposition of parents to turn their children to account at the earliest age physically possible, if not for the sake of any present appreciable advantage, yet with the hope of making them earlier a source of profit, as stated to me of hand-loom weavers by one of themselves (See Hand-loom Weaving Evidence, b. No. 42). I have seen children of only three years old, indeed one between two and three years old, set to work, and it is stated by several witnesses that children usually begin plaiting,—"people reckon to set children down to plait,"—at four years old, and some younger, as at three or three and a half. Indeed I have seen an infant of a year and a half fingering straw in a straw plait school from the force of imitation, and as a means of keeping it quiet, but, of course, not forming any plait.

John work.

II.—SEX; NUMBER OF GIRLS AND WOMEN; and III. NUMBER OF CHILDREN AND YOUNG PERSONS EMPLOYED.

19. Owing to reasons above referred to I am unable from my own inquiries to form an estimate of the numbers of the given age and sex who can properly be said to be employed in these branches of manufacture. The following table, however, drawn up from those of the last census, will point out some important features. It may be remarked that in each successive period of five years after the

The Straw Plait and Bonnet Manufacturers.
Mr J. E. White.

age of 20, here omitted, the number of females engaged in each of the two manufactures rapidly diminishes.

ENGLAND AND WALES.—OCCUPATIONS OF MALES AND FEMALES.

D.		Occupations.	All Ages.	Under 10 Years.	10 Years and upwards.	Under 5 Years.	5—	10—	15—	20
Females.	{	Straw plait manufacture	27,739	10,271	17,468	—	1,694	4,267	4,420	—
		Straw hat & bonnet maker	16,489	4,642	11,847	—	103	1,267	3,272	—
		Total Females	44,228	14,913	29,315	—	1,697	5,534	7,692	—
Males.	{	Straw plait manufacture	2,128	1,561	567	—	667	673	221	—
		Straw hat & bonnet maker	1,687	277	1,410	—	4	64	209	—
		Total Males	3,815	1,838	1,977	—	671	737	430	—

Over nine-tenths are males.

Estimate of children and young persons.

20. From this table it will be observed that of all the persons in England and Wales engaged in the straw plait manufacture, 92·8 per cent.,—and of all those engaged in straw hat and bonnet making, 90·7 per cent.,—are females, and that scarcely any young boys are engaged in the latter of the two trades.

21. In order to estimate from this table the probable number of either sex under the ages of 18 and 18 respectively, it is necessary to take into account that it is chiefly elder girls and youths who are employed in straw hat and bonnet making, and the youngest boys in plaiting. Judging as nearly as I can on this principle and by what I have seen, I apportion the numbers roughly as follows:—

	Children under 15.		Young Persons.	
	Males.	Females.	Males.	Females.
Straw plait manufacture	1,200	4,180	280	4,850
Straw hat and bonnet making	25	600	90	2,250
Total	1,225	4,780	370	6,600

This gives a total of 5,975, or in round numbers 6,000 children, and 6,970, or in round numbers 7,000 young persons.

22. To these must be added for present purposes the children under 5 years old who are in real fact employed on straw plait work, and probably many others not returned in the census as so engaged. Also I am not aware whether in the census classification the terms straw plait and straw hat and bonnet maker include workers in other materials of the kind referred to above (B. No. 16).

23. Of the numbers above estimated however, it is a portion only who are employed for wages for the benefit of other persons. No doubt most of the children and some of the young persons, whether plaiters or sewers of plait, are employed for the benefit of their parents either in schools or at home, and that, as unhappily shown in other cases of a like kind already brought under your notice, without much practical regard for their welfare of body or mind. Such, too, is the case with the little sewed ushin workers in Ireland. But a large portion of the young persons apparently begin at an early age to plait or sew at home or elsewhere on their own account, paying their friends for board.

24. A few children work for wages on the premises of regular employers as sewers, and it may probably be assumed that the large number of female strangers resident in Luton and Dunstable, as already mentioned, or the greater part of them, do the same. But there are no plaiting establishments of any kind except the schools. This work is of a kind which admits of being and is done more advantageously on the system already described. Plait sewing also is done to a large extent at the houses of the workers, but the practice and opinion of manufacturers seem to show that they prefer to have the sewing, at any rate of the better class of work, done as a rule on their own premises and under their own control.

IV.—STATE OF PLACE OF WORK.

Schools very crowded.

pace.

25. The crowded state of the plait schools strikes me, from my own observation, and has usually been remarked upon to me by persons acquainted with the districts, as the worst feature of the manufacture. The schools are in some cases not simply devoted to plaiting, but are a combination of infant and plaiting schools. Infants from one year of age upwards, not engaged in plaiting, are thus exposed to unnecessary danger to health. A school is usually a small cottage room, not exceeding 12 feet square, sometimes less, of the usual height of cottage rooms, and in some cases little more than six feet high. The better the mistress, i.e., the more successful she is in enforcing work, the more popular will her school be, and the greater the danger to health.

26. In a room little more than 10½ feet square, and between six and seven feet high, the number of children attending on the day of my visit was 41, and there have been 60. The air space would be 18½ cubic feet for each of the 42 persons, or with the larger number only 12½ for each, or less than half

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Mr. J. E. White.

D.
Bridges road.

VIII.—TREATMENT.

39. In several plait schools I noticed formidable looking sticks, which the mistresses say that they are obliged to keep, and sometimes to use. It appears that formerly much severity has been used (h. Nos. 24, 25), but I did not find any cases of late had treatment. A room, however full of very young and filthy children, to be kept at work, sometimes with infants to be kept quiet also, must be (as some mistresses have told me it is) and as I judged in particular from the anxious manner of one who kept one of the larger schools, very trying to their temper; and if a stick a yard long, as it often is, is at hand, there seems a not unlikely result. The number of scholars obtainable is likely, as remarked, to depend upon the amount of attention enforced. As regards the treatment of the sewed muslin girls, see above, No. 37. Some mistresses, as I am informed, have been very severe, but I was told that of late this has been much less the case. Trade has fallen off.

IX.—WAGES.

Children earn little.

Mother's wages good.

40. The younger children earn, of course, very little at plaiting or plait sewing, and few have any idea what they do earn, or seem to understand whether they earn anything, knowing only the fact that "mother sells the plait." It appears, however, that some children can earn 8s. a week or so, according to age and quickness, and many, of course, earn from that down to nothing.

41. Sewing plait is regarded as a higher employment than plaiting, and the wages are remarkably good, many young women earning 1l. a week, and some considerably more; and good hands at one good house average 18s. Indifferent workers and those at small work-places appear to get as much as 10s. or 12s.

42. The Irish sewed muslin workers earn very little, e.g. 2s. or 2s. 6d. a week at the best, and children 9d. or 1s., some much less, e.g. 1d. a day, or nothing. "Stoppages from the pay" by agents, on the ground that the work is not done well enough, are much complained of, especially when trade is slack, and work not needed for the market. It is stated that the sewers sometimes thus, in fact, work not only for nothing, but for less, having to pay for spoiled muslin and cotton.

X.—INFLUENCE OF EMPLOYMENT UPON PHYSICAL CONDITION.

43. The Irish sewed muslin girls, like so many other needle-workers, are stated to suffer much in health and eyesight from their long continued close work. "The doctors allow that it is the sitting so long which causes so many to die of decline here." "Their eyesight fails very early if they are brought up to the sewing from quite children." "On Mondays their eyes do not look so weak." (s. No. 30. See also Nos. 51, 54, 55, 59.)

44. As regards straw plaiters, I have obtained but little evidence as to the effect of their employment upon their physical condition, and I made but few inquiries. Bad effects are attributed to the habit of drawing the straws through the mouth to moisten them, e.g. excoriated mouths. (h. Nos. 39 and 24.) Many of the children were too young to give answers of any use on points of health, and the older workers are exposed to no peculiar influences beyond those common to other employments already brought under your notice. The small amount of air space, however, usual in plait schools, seems plainly inconsistent with a fair chance of health for tender children.

I have the honour to be,

Gentlemen,

Your obedient Servant,

J. EDWARD WHITE.

Lincoln's Inn, 2nd August 1864.

EVIDENCE upon the STRAW PLAIT and BONNET MANUFACTURES and some MISCELLANEOUS EMPLOYMENTS, collected by Mr. J. E. WHITE.

NORTHCURCH.

MRS. WIMBUSH'S, STRAW PLAIT SCHOOL.

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North Church,
and Bucks.

Mr. J. E. White.

A.

1. With the number of children attending on the day of my visit, viz. 41, and including the mistress, the allowance of space is 18½ cubic feet for each person. The number has been about half as large again, viz. 60, and the allowance of space proportionately smaller, viz. about 12½ cubic feet for each person: a child shut in a box 3 feet each way would have 27 cubic feet, i.e. more than double. This calculation is made from the exact measurements of the room, including two slight recesses, but it will give the clearest idea to describe it simply as nearly square, measuring 10 feet 6 inches the shortest way, and 6 feet 9 inches high. Though it was a bright hot summer day the window was shut, but the door open. The air was, of course, close and heavy, with a strong smell, as I find particularly when stooping close amongst the children to talk to them. The face of one girl, with a weak chest, was ruddy with perspiration, but her little sister is usually affected in the same way, and I did not notice it in others, so that the effect seems attributable to constitution, though no doubt developed by the state of the room.

2. Mrs. Wimbush.—My usual number of children is about 40, boys and girls, and their ages from 4 to 14. I have had 60 in this room, but would rather have 60 than 60. All the year round they come at 9 a.m. and leave at 8 p.m., going away an hour for

dinner at 1, and an hour for tea at 4. People prefer to set children down to plait at four years old, or even after. I have one that is more like a baby than anything, you would not think her three years old; but she only comes an hour now and then; it would be

too much for her to do all the while. Another, Theresa Bell, between four and five years old, only comes for the morning and afternoon school, not after tea. After about 12 or 18 months they come the three times in the day. I keep them to work, and have to learn them too when they first come. That is the hardest work that I have, and almost wears my patience out. They have the stick at first. This little boy, now eight, who has been here four years, is the worst, and wastes the stick very often. If he has not done his proper work I keep him from dinner, and he has to eat it here. Plait is not fit for boys' work, and they don't like it at all. I tell them life isn't till they are big enough for other work. The children have so many yards set them to do, and their mothers sell the plait. Several do two seams in a day, I don't care if they will do that. Out of 12 that they earn, about 3d. goes for the straw. Each pays me 3d. a week.

Mrs. BRADLEY'S, STRAW PLAIT SCHOOL.

3. Mrs. Bradley.—I have 15 children here now, the youngest 6, the eldest 15. There is school three times a day, viz., from 9 till 12, from 1 till 4, and from 5 till 7. Up till 7 or 8 years old, the

That girl (No. 3) is always in a perspiration like you see her, and so is her younger sister: it must be from weakness. In winter we are obliged to keep that door into the outer room shut, because if the children's fingers are cold they cannot work. We took this house for the purpose of keeping a school, instead of having the children, as most do, just in their own room.

There are two other plait schools in the village, both smaller than mine, but they have about the same hours and plan of work.

3. Emma Graham, age 14.—Am very hot. My chest hurts me in front.

4. Sarah Piffin, age 8.—I have been here since five years old. Did three score (yards) yesterday, 2½ of them at home after work at school. Do not know how much mother gets for my plait. Do not know A or B; go to Sunday school.

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children do not come to me for the evening school. If they have not done their work in time, they have to stay to finish it. I have to use a stick.

HOUGHTON REGIS

Mrs. ANN TOMPKINS'S, STRAW PLAIT AND INFANT SCHOOL.

6. In this cottage I found 40 infants and their mistress in a room containing 1,605 cubic feet, each person thus having an allowance of about 2½ cubic feet of air. This is taking the extreme measurements, without any deductions, viz., 11 feet 9 inches by 10 feet 8 inches by 1 foot 9 inches high. The window was open, it being summer, but still the air was offensive. The infants ranged from between 1 and 2 up to about 5 or 7 years old. The younger were merely being taken care of, the elder employed on straw plait, and two or three in sewing. An infant under two was fingering some straw in imitation of his neighbours. As some were too young and timid to understand or answer questions rightly, I took the mistress's account of these, and she bore out the answers of those who made any. I saw the children at work, and the little clippers had their scissors tied to their waists. The mistress had beside her a stick full a yard long, which on my entry she put out of sight, but she was too old to seem able to hurt them seriously with it. The work, no doubt, is done chiefly to occupy their time, as it would seem ridiculous to suppose that the result is thought of any real value for its own sake, but it shows for what the children are destined at the earliest profitable age.

7. Mrs. Ann Tompkins.—The children come here from about ½ past 12, and from 2 till 5 p.m., but some parents can't keep them so much as an hour at home at dinner time. I do not know if I have had more here at once than I have now. I like to have 3d. a week, for which I take care of them and teach a little reading, but I do not understand straw plait, so do not teach it. The children who are doing it here now learned before they came to me, some at home, and some go in the morning to a straw plait school, and come here in the afternoon. Another person in the village has a school like mine, and I know of five plait schools. (Doesn't five, but did not know of Peniston's, which I visited.—J. E. W.)

Children are taught plaiting usually at 4 years old, some at 3½, and they can clip the loose straws of younger, viz., when about 3½ or 4. Lizzie Dobbins there, who is between 2 and 3 years old, is clipping some plait made by her sister elsewhere. Lizzie Cook, who was 8 last month I think, can clip her "ten" (yards) in the day, which Lizzie Dobbins has never done yet. George Tompkins, aged 3½, a relation of

ones, is the youngest plaiter here, but he can only do a yard or two in the day. Sarah Broussard, who is in her 4, goes to a plait school the first half of the day to learn, and works here the rest. In clipping, the scissors sometimes hurt their fingers, and some have to put rice in to be able to hold them. They are very troublesome, and I have to use the stick a great deal more than I like.

8. Mary Scriver, age 4.—I can do my 5 (yards). I can do "five" (yards) in the morning from 9½ till 12½, and "five" in the afternoon from 2 till 5. There are five to do, and if I have not done it, I have to say till it is done or to do it at home. I earn no money, but must sell my plait. I have no mother.

9. Sarah Broussard, age (querry 3 or 4?) The child says "4," the mistress thinks that she is not—J. E. W.) I go to Mrs. Parks in the morning to learn plait. I can do "ten" in a day.

10. Jane Foster, age 4.—Do "ten" in a day, have done 12.

11. Alfred Ward, age 5.—Plait three or four in the morning, and three or four in the afternoon.

Mrs. FOULTON'S, STRAW PLAIT SCHOOL.

12. This school is for real work, and when full must be even more wanting in space than that just described. The room is in the middle only 6 feet 5 inches wide, but has two shallow recesses; is 11 feet 2 inches long, and 8 feet high, and allowing for the recesses, contains 669 cubic feet. The mistress and 30 children would have a fraction over 21 cubic feet of space each. If there were ever, as one boy stated, 36 children, each person would have a fraction over 18 cubic feet. The children had not all returned from dinner at the time of my visit. Of 12 girls and 4 boys present, none of the boys and only three of the girls had ever been at a week-day school, though all went to Sunday school.

13. Mrs. Foulton.—Though my place is called a school, I do not teach plaiting, but merely keep the children to their work, and see that they do the number of yards set to them by their parents, which is according to their age and the kind of plait. They

are taught by their friends before they come to me. I used to teach them some reading too, but found that too much, and do not do it now. The youngest that come are usually about 5 or 6 years old, but I have one now who is under 5, and some do learn as

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early as that. There are both boys and girls, but more of the latter; about 30 altogether when I am full. I do not think that there have been so many as 36, as the boy said, here at the same time. They are ill and away so much. As many as 30 can sit in the room at once, but some have to sit quite close into the fire, as close as you are now (a foot or two). There is always a fire in cold weather, so they can do no work scarcely if their fingers are cold. The curtain over the door is to keep the draught from those who sit near it. I am obliged to make them sit pretty close, and I always tell them that it is the best way. They are sure to fall out more if they do not. The room is counted eight feet high, which is higher than what you get usually. (I did not measure the height, but as near as I could judge it was eight feet.—J. E. W.) They pay 2d. or 2½d. each a week, and in winter 3d. is the proper pay. They come from 9 a.m. till 5 p.m., going away an hour or an hour and a half for dinner, and in the winter half-year they come again from 6 till 8 p.m., but the little ones don't come much in the evening, as it is so late and cold. These are the usual hours at other schools in the village. Many will do a score yards in a day, and sometimes two scores, but they do not like to do so much often. About 30 yards seems counted the most proper day's work, to take the bigger ones. Few stay older than 12. They are paid so much a score. My boy there,

aged 9, gets only 4d. a score, but most would get 5d., and perhaps a penny or two more earlier in the year when trade is better. At about 10 years old I dare say that some would manage 3s. a week. The straw cuts their fingers and mouths too, as they draw it through their mouths, because it breaks off if it is not damp.

14. David Goswell, age 6.—Came here last August, (it is now July,) and plaited at home before. Can do a score in a day, and have done a score and a half. Have not plaited till 7 p.m. at home.

Was never at the reading school on a week-day. Know what "prayer" is. Mother taught me "Our Father," and I can say it all through.

15. Mary Robins, age 7.—Sarah, my sister here, will be 5 in a month or two, and she plaited at home before she came here. She can do "ten" in a day. My finger is bleeding from being cut with the splint.

16. Sarah Smith, age 6.—Have been here a year. Sometimes plait fifteen in a day.

17. Caroline Gifford, age 13.—Have done eight scores in a week. Sometimes plait for two hours at home in the evening, after coming from school. Go home an hour for dinner.

Was never at the reading school. Can read. (Only the shortest money-bibles.)

18. — Tompkins, straw-cutter.—I have three men and a boy of 18 cutting straw. They have no set hours, but come and go as they please. The boy belongs to me. Boys are no good at it till 14 or 15. If they

were younger they certainly might cut themselves with the knife, but the reason why they would not do is that they would spoil the straw. No girls do the piece work at cutting.

EATON BRAY.

19. Mark Standbridge, age 12.—I began plaiting when I was 3 years old; know I did because mother says so. At the plait school that I am at now I go only from 8½ till 12, and from 1 till 4½, but mother sets me the same to do as I did at a school where I stayed till 9 o'clock, viz., 30 yards, 10 in each of the three school times. Have just left that school because the man had the small-pox two does off, but other girls stay on. There were 30 girls there, some about 4 years old. We sit very crowded at school. Got 10d. a score, and dare say I clear about 4s. a week after paying for straw. Have two sisters younger and a brother older than I am who plait. He goes to the writing school in the day, and does

10 yards afterwards, which takes him till 10 o'clock at night. There are, I think, seven plait schools in the village, three of them large. All but three of them have night schools, one till 8½, the others till 8, and their hours in the day are the same as where I am.

Was never at a reading school. Can read the Testament, but not without spelling.

20. Anne Goddard, age 12.—Stay on at the school which Mark Standbridge has just left. The youngest girl that goes there in the evening is about 10.

Was never at a reading school in the week. Can spell a little.

EDDLESBOROUGH.

21. Fanny Peppit.—My boy David, now 5, began to plait when between 3 and 4 years old; I learned him. About 4, or from 3 to 4, is the common age to begin, but some don't begin quite so soon. The little one there is just over 3; he must begin soon. David is at the "natural" school, and can read two or three

"symples." The little ones don't get to the plait schools before about 9 in the morning, and stay till 12, and go again at 1, and stay till about 4 or 5. Children go to the evening plait schools from 6 till 8 o'clock. It is not healthy work if they sit at it so much.

MRS. TURRY'S, STRAW PLAIT SCHOOL.

22. Mrs. Turry.—The children in my school, about a dozen, are from 3 years old up to 11. Some begin plaiting a few weeks before they are 4, but 4 is the age of most for beginning. They come here from 8½ a.m. till 12, and from 1 or 1½ till 4, and those who have more to do till 5. The little ones do not have work to do before and after school worth mentioning; it would make them ill. There is no place where like this for plait. The children just get a run to stir their legs, and are at it again. My daughter Mary, now 14, plait from 9 a.m. till 10 p.m. That is about

the regular thing in the place for girls of her age. She does about 4s. a week. She does about six scores in a day, and the straw costs her about 2d. or 2½ a score. She will not be much quicker when she is 20.

There is another plait school in the place, with about 30 children. My two young ones went there. Evening school is from 6 o'clock till 8, but it is only the big ones, i.e., those from 7 years old upwards, who go to that.

The drain outside my door smells very bad at times.

TODDINGTON.

23. Letter to me from the Rector of Toddington.

Toddington Rectory,
August 1, 1861.

DEAR SIR,
I regret that an unusual amount of parochial business should have prevented me fulfilling my

promise about the beneficial influence which the street plaiting in this parish has upon the education of the children. I have been resident here for two years, and, so far, have been quite unable to get anything like a moderate attendance at our National school. The parents of the poor children only send their little

ones to school when there are few orders from the plait dealers. Whenever there is a great demand for plait, every child that can plait is made to do so. In order that they may become plaiters, they are sent to plaiting schools at a very early age, about 5 or 6. There is no intention paid to their education in any other way. The plaiting mistress is frequently as illiterate as the children, and in many cases bears such a dubious character as to render it most undesirable for young girls and boys to be put under her management. Children are crowded into these plaiting schools, which consist generally of a small badly ventilated room. It is necessary there should be a considerable amount of heat for them to work the straw with their hands. The health of the children is not improved, though I do not consider the injury done to health anything to be compared to the injury done to morals. A very small proportion of the children of the poor of this parish are sent to the National schools, which are maintained at a considerable expense almost solely by three individuals. The consequence, as I am fully persuaded, of all I have told you are these. Hardly one young man or woman

can write even her own name; the marriage registers can prove this. Very few can read, judging by the congregation at church, very few of whom is a prayer book. Vast numbers of young men and women are to be seen and heard talking about the lanes at night, and especially on Sundays. Their morals are at a very low ebb. A large average of the women have illegitimate children, and some of such an early age as quite to startle even those who are at home in criminal statistics. I greatly feel the necessity of something being done to keep the straw plaiting within bounds, and sincerely hope something effectual may result from the consideration taken in this matter in Parliament. I have seen a great deal of England, and have spent some considerable time, from a month to a year, in many parts, north, south, east, west, but nowhere have I met with such lamentable ignorance as I meet with here, and an ignorance which very little on the part of the clergy can be done to counteract; ignorance which I can attribute to nothing else than straw plaiting.

I am, yours faithfully,
JOHN COTTON.

The Straw Plait and Bonnet Manufacturers—
Tells, Herts, and Bucks.
Mr J. L. White.
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24. *Mr. William Bailey, postmaster.*—I am the seignior of the Toddington district, which includes six parishes lying in a line, of which this is the centre, the furthest point being four miles from here. The population of the six together, including the hamlets, is rather over 5,000. I visit each parish once a month, so that a child may never get six weeks old unregistered, and I go constantly into the people's houses. Nearly all the females in the district, married and single alike, make straw plait, except a few who sew it; and boys plait equally up till about the age of 11, or whenever they can get other work, and when they have to work they return to plaiting again. They can't shew it, but they are obliged to do it. In some parts men plait too.

There are, I believe, in every parish one or more plaiting schools, according to the population, with much the same hours in all as in the schools here. There are from 8 a.m. till 12, and from 1 p.m. till 3, and in the winter half year again from 6 p.m. till 9. The children at the plaiting schools are more of them between the ages of 4 and 12. They are set so many yards by their mothers, and the mistresses who get the most work out of them are most patronised. There are many unfeeling mothers, and these are said to be the hardest who have not been brought up to plaiting themselves, e.g., servants and others who settle here from a distance. I do not hear so much complaint now as I did about the children being thrashed by the mistresses; but there used to be strange stories about it when I was a lad, and you would see boys and girls too with bumps and cuts and lesions. I think, therefore, that there is not so much of this now, though the mistresses keep a stick; but the children are made to do the work all the same, and are kept back at dinner time if they do not. I see sometimes that they do not all go out together from the schools. When children get to be 13 or 14, they get to plait for themselves at home, and pay their friends so much a week, say 3s. or 4s. for board.

The rooms are small, and the children are packed as close as herrings. The commonest size is about 12 by 10 feet, and I do not know any in this place 12 feet square. In some of the smaller villages the houses are bigger, but they are often poor old wattle and oak places. The fancy mistresses, i.e., those who are sought after because they get the most work out of the children, will have the most crowded rooms. In some places they have to sit so close into the fireplace that the fire cannot be lighted, so they have coal or wood in caethes or even tin pots, which they call "dilly pots," and I have seen the children carrying these along. Great girls and women put them under their clothes, and children may be seen with them in their laps. These make a disagreeable smell, and I should think that the fumes must be noxious. The mere loss of sleep too, caused by constantly

drawing the straw through the mouth, must be injurious, and it does not tend to cleanliness. Formerly each worker used to have a pot of water to dip the straw in; but now that so much double straw is used, the spitte perhaps sticks it better. Some, however, will work as dry again as others.

I have understood that the work is carried on in just the same way all the country round, chiefly through Hertfordshire, and right across into Essex.

The work, however, is more injurious to the morals than to anything else, particularly owing to the night schools. It would be a very good thing to stop these, and I do not see why Government should not do so. The bigger boys and girls are thrown indiscriminately together, even the lads after coming home from plough, and they make such a noise about the streets, and get into a way of pulling and tussling one another about, which leads to harm. Besides this the girls and lads get out together with their plaiting into the fields, and they have no instruction or means of amusing themselves, such as newspapers, &c. This is especially the case in the smaller villages, where the proportion of illegitimate births is the highest. Throughout my district it is about 10 per cent., but in one small village, speaking however from memory of the return which I made and without reference to my books, out of 12 births, which I registered in one year, five were illegitimate. The plaiters are mostly women, though much fine girls is done, and often neglect their domestic duties, such as washing, mending, &c. I see on going into these cottages that they are not the filiest people.

Owing to the plait schools children can't be got to attend regular schools, though in this place there is a Wesleyan as well as a National school. The late minister of the parish tried to get them by only charging 1d. a week, and even allowing some to come free, and his wife gave things away to induce them to come, and he had a mistress to teach straw plait. But even so he could not keep the school up, for as other things were of course taught, the mistress could not get so much plait out of the children as a regular plait mistress. I have often thought that we ought to have the factory rules here.

When trade is good, as it has been the last three or four years, children will make 6d. a day, or perhaps from 3s. to 4s. a week, and most grown-up plaiters 1s. a day, though many will make more, up to 8s. or 10s., and some 12s. a week. A wife and children will thus earn a good deal more than the husband. Even wages are now 9s. for common labourers, and were 10s. or 11s. I have a farm myself.

Besides the plaiting, another branch of work, viz., sewing, has grown up here within the last three or four years. They work in sewing rooms, of which there are now several in the place, and there must be quite 100 girls and women so engaged. A girl of, say, 12 or

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a.

14 years old will go as apprentice, giving her service to some one for, say, three months for teaching her. The masters of these rooms get out plait from Luton, because the sewing can be done cheaper here. At these rooms they work from 8 a.m. till 9 or 10 p.m., going out for dinner and tea, and on finishing or making-up nights sometimes work up till 12 or 1. I see them out in the streets late at night. The hours, however, depend on the state of trade, and the rooms are nearly shut up just now. Sewing work will not sell in summer.

Plait, however, sells all the year round at some price, and in busy times many women and big girls will sit up at it all night. Buyers come round and buy it, and the people are foolish enough to keep selling it in little quantities at a time, and so get less than the proper price, perhaps only 10d. instead of a shilling. Sometimes they take a piece to a shop two or three times a day, e.g., at dinner and tea time, to get paid for it; but I do not know of any system of truck payments now. The buyers have a profit, too, on the straw which they sell; but they will buy from any one, whether the straw is bought from them or not.

The mortality is high amongst infants and old people, but I have not noticed any special cause of death amongst those of the working age. Consumption is high in certain cases, but I think chiefly from its running in the family or from the people in small places intermarrying so much. Scarlet fever, by which all these deaths were caused last year, did not originate in any straw plait schools.

23. *Mrs. Bosley*.—I have done straw plait and am familiar with the work. Children are put to it much too early. There are not many who let their children pass 5 years without beginning, and a good many begin at 4. The mistresses will not take the teaching, so the mothers have to do that. The children are not hurried so much just at first, being sent to school, say only from 10 a.m. till 12, and again from 3 till 4 or 5, but in twelve months or so, or perhaps in six months, the mothers get to know how much they can do, and set them regularly to it. Some mothers

are very beatish. I say that children ought not to be driven to school by candle light, when they ought to be in bed. Eight hours is enough for a child, and they hadn't ought to do more, poor things. But if they do not finish at school the number of yards set to them, their mothers make them do it at home, so it would be all the same. If they think that a child can earn 6d., they make it. Children have been kept at work at home very late, up till 10, 11, and 12 p.m. You can hear them out in the streets talking and playing on a cold winter night at 9 or 10 o'clock, so that no doubt they have been at work all the time before. It's ruining the children, when they are driven so. As they grew up they do not care so much about their parents, and leave them. The parents do not study their children's welfare, but only seem to see how much they can get out of them, and as I say sometimes, would sooner see their children work dead so themselves. It is a great pity that they do not see it in another way. Of course all are not alike or so exacting.

People have even offered to pay the children's schooling, but could not get them to come, because the mothers will not lose a penny. They say that they cannot afford to lose the time, and will tell you how many children they have to keep, but they do not say how much these are earning for them. It is true many of them do not look much better for all the money, but it is all nonsense to say that they could not afford to let the children go to school a bit. They could if they liked. If they would only let them go two hours a day it would only take 10 hours a week from work, as there is no school on Saturday, and it would do the children a deal of good. But you can't beat this into them.

I know that children have been wheeled at school, and used to hear complaints of their being bruised, but for the last two or three years plait has gone pretty well and been of a kind that children could make money at, so their parents have been better satisfied with their earnings and the children have had an easier time of it.

Mr. G. PHILPOTTS', Sewing Room.

25. *Mr. George Philpotts*.—I have had a sewing room here several years, but now several other persons in this village have, and sewing is being taken up in most of the villages round in the same way, because there is more than can be done in Luton and Dunstable. Within the last few years manufacturers have gone everywhere to get it done, and some plait has been sent as far as Bedford to be made up.

My business is chiefly in hats, and simply making them up for a manufacturer, i.e., only the sewing work, not pressing, stiffening, or trimming. I employ about 20 persons, girls from 15 or 16 up to young women of 20 or towards 25, all working with the needle. They work by the score (yards of plait), though in some places they are paid by the hat or bonnet, and come or go as they please, and generally go to dinner and tea. The room is open from about 8½ a.m. till 9 or 10 p.m.; we like to get closed by 10 p.m. if we can. They seldom come earlier, though occasionally the room may be opened at 7 a.m., and sometimes they work later at night. I work simply for orders for a manufacturer, who has a good many shipping orders also, but my regular time for sending in the goods to him is Thursday and Monday. I give the workers as much as they say they can do, and I expect them to finish it, otherwise I cannot fulfil my order for the manufacturer. Sometimes they will idle a day or two, and then leave their work to make up by the time; indeed I have known many leave two-thirds of their work till the last day. Thus on the

finishing nights, i.e., twice a week, there will generally be half a dozen working till 12 at night late, but on Saturday we like to close them, whether or no, but it is not often that they work much after that on any night. I have said many times that I wish we had to close at 9 regularly. I am sure that they would do as much work for it as those who stay the latest that do the most. It is generally the lazy ones who get behind; some are always late. For special orders, as for a public mourning, we have been obliged to work later. From about Christmas till the end of May, and from August till November, we are busy, but the busiest time is just before Whitmaside. There are two other sewing rooms about the same size as mine in the place, and two or three smaller, some perhaps with a half a dozen or half a score workers. Altogether there will be over 100 sewers in them, and the hours about the same as in my room.

Much common kind of work is done in Luton by families who sew, black, and finish and all, and sell the articles complete. I have seen hats made in this way which were sold at 4s. a dozen, material and labour included. At such work very young children are employed, from 6 or 7 years old. But the number who work for warehouses there is so large, that in 1861 it was reckoned that there were 3,000 females strangers to the town living there at the work.

[The daughter spoke of their having worked till 2 or 3 a.m., and indeed all night.]

TOTTENHORE.

27. *Paul (T) Miller*.—My mother keeps a plait school in this room; nearly 20 children, I think,

boys and girls, but they are away now. Each has a much plait set to be done in the day. They used to

do a little reading here, but do not now. They are about from 5 to 14 years of age. School is from 9 a.m. till 12, and from 2 till 5, but not any in the evening. There is another plait school in the vi-

lage, where there is school only in the evening, viz., from 6 till 9.

[A young man was clipping plait in the room.]

BERKHAMPSTEAD.

MRS. NORMIS', STRAW PLAIT SCHOOL.

8. The room is of an irregular shape, but equal as nearly as possible to 12 feet square, and only 6 ft. 3 in. high. With the average number of children the allowance is only 48 cubic feet for each person. It has been as low as 29.

29. Mrs. Normis.—My average number of children is 20, but I have had 30. Most of these plait, but the youngest do nothing, and are only sent to be kept quiet. They begin to plait when about 5 years old. School is from 8.45 a.m. till 12, and from 1 till 4. Four are waiting behind now (4.30 p.m.) to finish

their work. The little one there, 5 years old, is standing up to work because she is tired of sitting, and will soon be going. 4.30 p.m. is quite the outside that I reckon to keep any. The fever took off a good many about here a few months ago.

MRS. HANCOCK'S, STRAW PLAIT SCHOOL.

30. Mrs. Hancock.—I keep only a night plait school viz., from 5 p.m. till 8, and have usually about 10 children, all from 5 to 10 years old. Some of them go to other plait schools or to reading schools in the day time before they come to me. If they have not done their work I have to keep them quiet a quarter of an hour over their time. I have the big stick to frighten them, but do not like to use it. One boy, 10 years old, does eight yards each evening here, but he is very quick. My girl, who is 11, cannot do five yards of the same plait. It is worth about 7s. a score. Sometimes half the money goes for the straw, and I should think that with children's work that is about the average.

There are a number of plait schools in the town; I should think almost a dozen. The day school here are from 9 till 12, and from 1 till 4. At these the children usually have to read either once or twice a day for a few minutes. About 5 is the general age for children to begin plait here, not much younger, though one or two may at 4. At about 14 or 15 they leave school and work at home.

Two of my children, girls, one nearly 5 and the other 11, go to a day plait school where there are about 30 children. They go from 9 till 12 and from 1 till 4. The oldest plait here in the evening too till 8, but she cannot make more than 1s. 6d. a week after the straw is paid for.

31. Sarah Ann Neagley, age 7 yrs. 1 mo.—Go to Scott's plait school three times a day, viz., from 9 till 12, from 1 till 4, and from 5 till 8 p.m. Mother sets me five yards to do in each school, one yard at dinner and one at tea time. Often I have to get up in the morning at 7 or 8 and begin work, because I have so much to do. Sometimes I begin

at 6½ three days a week for it, but I never did any after coming from school at night. If I do "five" mother says I'm good girl; she doesn't hit me, the mistress does sometimes.

[I met this girl with another plaiting along the street on their way from school at tea time.]

MRS. GATHS', STRAW PLAIT SCHOOL.

32. At this school only a few were present, but of these only two answered to the question of having been at a reading school, one for a year, one for two.

33. Martha Gath.—I keep a plait school for my mother, and have usually about 14 children here. I teach them reading and hymns as well as keep them at work. The youngest, Harriet Gath, now 4 years and 5 months old, comes for both school times, viz.,

9 till 12 and 1 till 5; I have no school in the evening. Only two or three of them, I think, have been at the reading school, and those but for a short time. Besides the two who have said that they went, one may have been for two or three weeks perhaps.

34. A girl at another place afterwards told me of having been at school where a child of two years old plaited in last winter twelvemonth. On asking the name, I found it to be the child Harriet Gath, who was then nearly 5.

MRS. GEORGE CLARKE'S, HAT AND BONNET MANUFACTURER.

35. Mrs. G. Clarke.—About six or seven girls and young women usually work in my house making hats and bonnets. One of my daughters does the millinery part, such as trimming, when it is wanted. They reckon from 8 till 8 the time; but if they are busy they work till 10, 11, or 12 p.m., or all night, just as things are wanted. It is to their own object whether they work late or not, as they are paid by the score. They seldom, however, work past 12, and are seldom late for so much as a week together; it is only for an order. Sometimes too, if wanted, they will come in at 6 a.m. if it is summer, but not in winter. Some think it quite a treat to sit up all night if my daughters are doing so, but I don't hold to working all night; it ruins the health. But look at dressmakers, how often they have to sit up all

night. The youngest girl that I have had was 13. They are apprentices for six months or so. One sat up only two nights either in her apprenticeship or since. If I employ married women they take the shops home and do the work there.

Children here begin plaiting very young, at 3 or 4 years old usually, I should say. It is easy work if they are not done too much. Children come home from school at 8 p.m. It is, I think, only those old enough to work for themselves who sit late at night, but many of these do, and if you go into houses at 11 at night you see girls of 14 or 15 or so working. Indeed on Wednesday night some will sit till 2 a.m. Perhaps a mother may give a younger child a half penny to work a little longer in the evening.

36. Letters to me from the Vicar of Abbs Leach.

The Vicarage, Abbs Leach.

Monday, August 1.

MY DEAR SIR,
I HAVE taken great interest in the "plait question," as it affects the working of our parochial system, and shall be very glad if any information I

possess can be made available for your purposes. I enclose a slight report put out two years ago, and venture to add from myself some few conclusions to which I have arrived. I should say that I do not live where plait exists in its intensity.

1. Plait is not the unmitigated evil which some of my neighbours consider it.

The Straw Plait and Basket Manufacturers.
Herts, Herts, and Bucks.
Mr. J. E. White.

2. It is preferable to the field work at Bedfordshire (as less unfeminine) and to the lace work of Buckinghamshire, as more prosperous.
3. It has not had a bad effect on the county as increasing idleness. Compare Herts and Westmoreland.
4. It is not unwholesome, nor is it even sedentary.
5. It saves the family from much pressure when the husband (say in the winter) is out of work.
6. The proportion of children in parochial schools, about one-seventh of the population, is not small. The Government Inspector is satisfied with the general condition of education.
7. Plait affords an opportunity to the aged and widowed, &c., of eking out a parochial allowance.

I write this much because I believe these advantages are often overlooked. As Diocesan Inspector I am aware of the difficulties it presents in the way of education. I quite admit that it causes a disinclination for domestic service.

J. E. White, Esq.,
Do. Do.

I am, &c.
RICHARD GEE.

37.

The Vicarage, Abbots Langley, Herts,
September 16, 1864.

MY DEAR SIR,

I THINK that I may say that the circular was addressed by the Straw Plait Committee to all the plaiting parishes. There is an indistinctness with us in the use of the term "parish." It may mean each separate incumbency, whether newly formed or not, or it may mean the old mother parishes. Thus, Watford is either one parish or three, according to which of the two senses is employed. I think it safest to say that we consulted a third of the county; Herts being divided into twelve deaneries, and we worked five of these. There are, I believe, 149 *incumbencies* in Herts. We did not extend our inquiries farther, because we believed that they ought for completeness to be carried into Bedfordshire, &c., and this we had neither leisure nor commission to do.

I am sensible of the evils or rather the dangers of plait. They may, most of them, be traced to the disinclination which it causes in young women to go into domestic service. They stay at home independent of their parents as regards earnings, and therefore control. They put what they do earn upon their backs, and become vain and over-dressed.

We still talk of having in my parish a plaiting class of *debutants*, to meet once or twice in the week, and to be "read to and sung with" while the plaiting proceeds.

Our real difficulty lies with the plaiting schools. They are miserable caverns of huddled children, who plait for eight hours together, accomplishing a certain task in the day, and going through the form of reading,—actually wherever the penny book may open,—on assembling and on leaving. It would be easy for me to promote these schools, to procure them books, and to recognize them as schools. I hesitate to do this, for fear of displacing the National school, which was well attended.

Wiggleson near Tring is a solitary instance, as far as I know, of a clergyman's making his parochial school a plaiting school. The children have been dispersed from illness, but it is open to me as Diocesan Inspector, and if it seemed to you worth while, I would make an appointment with the incumbent and yourself that we might go down together some Tuesday.

Does your Commission extend to children employed in paper mills? We have some hundreds so employed in this valley.

J. E. White, Esq.,
Do. Do.

Yours, &c.
RICHARD GEE.

88. To the Chairman presiding at the Meeting of the Herts Diocesan Board of Education, held at Hatfield, May 28, 1862. (The documents referred to in the foregoing letters.)

SIR,

I HAVE pleasure in making you some report on the part of the Committee appointed in February, to inquire as to the difficulties apparent to be thrown in the way of education by the prevalence of straw plait in certain districts.

It will be in your recollection, perhaps, that the two deans in the plaiting districts, and the Diocesan Inspector, were requested to form the Committee in question.

These gentlemen have all readily undertaken the duties assigned to them. Some delay has been caused by the absence from Herts of two of their number; still they have corresponded with each other, circulated inquiries among their clerical neighbours, and held a meeting at Watford upon the subject.

I present with this paper a copy of the questions discussed. It will be seen that the questions were directed to draw out the opinion of the clergy as to, (1), the injury or benefit generally to their parishes caused by the manufacture; (2), its effect on the chastity and morals of the people; and (3), its prospects economically—that is, how might be formed of its probable increase, continuance, or decrease.

At the time that the Committee met at Watford seven were produced from 35 parishes, and subsequently from three others. Of these, five parishes,—all in the rural deanery of Watford,—declined the inquiry to be applicable to them.

It may be stated at once that the prosperity of the trade seemed to increase with the distance from London. In its parishes nearest to the metropolis the manufacture appears to be rapidly on the decline. Its extinction is reported in one or two parishes. Near St. Albans, Hemel Hempstead, Berkhamstead, and Tring there seems, to say the least, to be no token of decay or withdrawal.

Thirteen parishes declared the plaiting to be on the whole a benefit rather than an injury.

Ten parishes, on the contrary, pronounced it to be rather an injury.

Ten parishes again leave the question as doubtful.

It should be stated, however, that many have undertaken the inquiry to be restricted to a pecuniary benefit or injury.

Twelve parishes consider plaiting to have a bad effect on the chastity of their neighbourhoods.

All agree in saying that a material difficulty in the way of education is caused by the straw plait.

The Committee were also favoured at their meeting with interesting papers from Hitchin, on the preparation of children in schools in which plaiting is taught solely, or in which it is taught in combination with reading and writing, or from which it is altogether excluded. The members warmly approved to the Committee to bear out the proposed invitation of those who had taken the trouble to draw them up, as it seemed that so large a number of schools could be obtained where plaiting was not allowed.

Thus—in 8 schools (from which plaiting was not excluded), there were 1,400 children.

10	-	{ in which plaiting, com- bined with reading, &c. }	1,000
10	-	{ in which plaiting was not taught }	875

The Committee at present venture only on the following suggestions which they are aware will seem to the Board to be wanting in originality and precision.

A. As regards children engaged in plaiting.

1. They consider it doubtful whether plaiting has not been too rigorously excluded from some National schools. It is obvious, however, that more permission to bring their plait to the afternoon would not enable a national school to compete in attractiveness with a plaiting school in which plaiting was taught, and a task of work created.
2. They think that in some parishes a lower kind of school, supplementary to the National school, might be established, in which plaiting was actually taught and allowed for the greater portion of the school hours.
3. They think that the existing plaiting schools might be influenced for good by the clergy who could see their way to extend to them their patronage.
4. That the Sunday schools in these districts are entitled to peculiar care and attention.

Even these general suggestions appeared to the Committee to require modification according to circumstances, especially as to the probable continuance of the manufacture.

- B. As regards adults engaged in plaiting,—though it may seem that their case hardly comes within the province of the Board,—the Committee report that carefully collected information from St. Albans shows them that the evils of plait in towns is much lessened where the plaiters assemble in rooms, such as are there generally well arranged with supervision and good reading. It would appear to be an interesting experiment to open some such room in country villages, and to watch whether a later time might not be given where now such usefulness and brightness are deplored. Should the Board

be willing to continue the Commission in existence, its members would be happy to prosecute their inquiries, in the hope of arriving at some more definite results.

I am, &c.,
RICHARD GIBB,
(Deputy Dean of Wilford, acting as Secretary to the Commission.)

QUESTIONS CIRCULATED IN THE FOUR DEANERIES.

- 1.—Does playing prevail in your parish?
- 2.—If so, of what kind (whether street-play, knee-work, *Beetle-bait*, &c.) Is it done at home or in workshops?
- 3.—In your opinion is this occupation on the whole a benefit or an injury to the neighbourhood?
- 4.—Does it interfere materially with education? Do you admit it into the National school? If so, for what proportion of the school hours? Would you give

the numbers on the school books, and the average age of the first class?

- 5.—Do you consider that playing has had a bad effect on charity and general morals of your parish?
- 6.—Do you plant with you, and do you consider there no doing objectionable?
- 7.—What do you consider to be the prospects of the manufacturers eventually? Does it hold out a hope of employment for some years to come, or is it on the decline? Do children plant more or less than they did? What would be the average of a piece (of average skill) at 10 and at 20 years of age?
- 8.—Does the "truck system" exist in the payment for work by goods from the shops supplying the material?
- 9.—Have you tried any special means for the amelioration of this class of work people?
- 10.—Have you any general suggestions to offer?

The Snow Walk and Bonnet Manufacturers.

Reds, Blacks, and Backs.

Mr. J. E. White.

a.

39. Letter to me from H. Veasey, Esq.

Wolven, Bedfordshire,
August 31, 1864.

Sir,

Your inquiry respecting snow plait schools has been duly received and I am sorry to observe that

The district immediately adjacent is not manufacturing, and young children are engaged in the plait under cottage teachers. The work is wholly voluntary, and rather resembles a plain working school. Overcrowding prevails occasionally, but in plaiting

admits of out-door exercise, the children commonly execute much work as they walk in the open air.

Exhausted months, chiefly at each angle, are common, from a proffer of drawing the screws through the month, and a weakly attenuated aspect may partly arise from this habit, and partly from bad air. Bruises and vitiation are, I believe, used to prepare the screws, possibly something worse.

Regretting to serve the cause of humanity so feebly.

I am, &c.

H. VEASEY, F.R.C.S.

LUTON.

MESSE. MUNT AND BROWN'S, STRAW BONNET AND HAT MANUFACTURERS.

40. Mr. Hunt, manager.—I have been in the trade quite 30 years, and am thoroughly acquainted with it. It has increased very much indeed of late, and is becoming each year more and more a large foreign trade, goods being sent largely to foreign markets, such as Australia, &c. This trade has grown very much in consequence, and buildings are springing up very fast. In 1841 the population was 9,600; in 1861, 17,000; and is now probably near 20,000. Probably three-fourths of it are engaged in the trade in one way or other, as the population consists almost entirely of the trading and working classes. The work done in the town by females is sewing the plait; the blocking is done by men, and a few boys are employed in tying up and in odd ways. It may be taken as a rule that 150 females keep about 20 men employed in blocking, &c. The growth of the trade has so taken up the labour in and near the town that it has pushed the straw plait making further off, and now for nearly seven miles round the females are almost entirely occupied in sewing the plait.

There are a number of large manufactories in the town, all conducted on much the same system and with the same hours as our own. We employ on the premises about 200 females and 15 men and boys. We are able to do with a smaller number of men because we use steam machinery for pressing, which enables two men to do the work of 20 without it. One other manufactory here uses steam machinery for the same purpose. The doors are open at 8 a.m. for any to come in that like, but usually they work only from 9 till 9, and for about three months in the spring (1864), but that is the latest. They take dinner and tea as they please, usually going for about an hour at 12 for dinner, and half an hour for tea. We tried having meals on the premises, as one or two other factories did, but we have given it up. It is better for the health of the workers to go home for meals. All the females but about three are over 18 years of age.

Besides those who work in the large factories, there

are great numbers employed in smaller places; and even private families sew, block, and finish bonnets and hats entirely at home. In such places persons, I believe, are employed much younger, and work longer than in the large factories. Children can do inferior work where the same shaping is not required, but persons cannot do work like ours well enough till they are nearly grown up. We give out orders to 300 and sometimes up to 500 outworkers, and besides this buy largely from others.

On the whole I believe that there is no class of work so suitable for females and so healthy, or in which they get such good wages as in that in bonnet manufactories here, so far at least as I have been able to learn by inquiries as to the condition of females engaged in factories of other kinds. With us good hands get on the average 18s. a week, mending hands 12s. and some 24s. or more. Many work here who would not think of leaving home for work of other kinds, e.g., farmers' daughters.

The number of females who come to live in the town for the sake of the work is very great. They lodge in the town, and many people let apartments for the purpose. Perhaps 500 such females will leave the town this week (early in July), and 1,000 next, and will come back in August. At the last census there were, I believe, nearly two females to each male in the town. (Query. At certain ages only? Cf. B. No. 14.—J. E. W.)

The firm has a factory also in Dunstable, where I live, which is also under my charge. About 350 females and 40 men are employed in it, and for the same hours as in our Luton factory. In Dunstable the work is done almost entirely in large manufactories, and there is scarcely any work done in houses, as here. In our factory there sewing machines are used for binding and trimming, but no power is used. Luton and Dunstable are the only two towns with large manufactories, though hats are made up also at St. Albans.

MESSE. WILLIS AND CO.'S, STRAW BONNET MANUFACTURERS, CASTLE STREET.

41. Mr. Willis.—We employ rather over 200 females on these premises in making up bonnets. None of them are under 13, and only about five per

cent. of them under 18. Their work is all needle-work. The blocking, stiffening, &c. is done by men, and there are perhaps 20 boys, but none under 13,

The Straw Plait
and Bonnet
Manufacturers.

Wals, Herts,
and Bucks.

Mr. J. E. White

d.

employed in odd ways, tying up plait, &c. They are not tied to hours, as they work by the piece, and come and go for meals or other purposes just as they please. From 9 till 9 may be called the day; perhaps half are here by 9.30 a.m., but they do not like coming early in the morning, and would prefer coming from 10 till 10. For orders they may occasionally have to stay beyond the time, but never late. There are a number of large factories in the towns of the same kind as mine, eight or ten say, and the system of work and hours are much the same in all of them. I should say that in these better factories the workers are none of them under 16 years of age, but most of them from 18 to 30. But there are an immense number of persons in the town and in villages round who employ small numbers, some only tens or dozens, and some of them no doubt work at younger ages. Dunsstable is the next largest place of business, but there it is all done in factories, conducted on just the same principle as those here, and at St. Albans there are places of much the same kind. These three towns are the only three important depôts of the manufacturers, i.e., places in which goods are made up, and to which buyers of them would come. Luton does by many times the largest business. It is impossible to say whether more of the making up is done in factories and warehouses or out in private houses, as this week now forms a very large trade in the country villages round.

The straw plait making district extends over Hertfordshire, except just the southern part towards London; along the eastern portion of Buckinghamshire, across into Bedfordshire up to near Bedford, into the edge of Cambridgeshire, and across the north-western half of Essex. In the Essex district only the plait is made; there are no sewing factories.

The plait making and the making up are two entirely distinct branches of the trade. Nearly all the population of this town are employed in or in con-

nection with the latter, and there must be at least many thousands of females engaged in it in this town. It is impossible to form any idea of the number of persons employed in the whole trade, but it may be said roughly that one sewer would sew up as much as four plaiters could make, so that the number of plaiters must be very large indeed. Perhaps altogether there may be 50,000, or possibly even 100,000 persons engaged in the whole trade. Every person is connected with it, especially the making up, is well paid; indeed I believe that it is one of the best paid employments. Many young women make 11, or 12, or 17s. a week at it.

I am disposed to do what I can to help such an inquiry as this; but as regards my factory and others of the same kind, the workers are so free and of an age to be so independent that I really do not see that it applies at all. But there is a great objection to the employment of children as carried on in the village straw plaiting schools, which I have known for many years, and should say is excessively injurious. The children are sent to the work at a very early age, when they ought to be at school, and are very much crowded together, 20 or perhaps 30 in a cottage, according to the size of the room. Most of these children are between the age of 7 and 12. They are not a certain number of yards, say 30 or 50 in a day, and are obliged to do it. If they have not finished the proper amount by 12 o'clock, they must do it before they get their dinner. The only reason for their being sent to school to work instead of doing it at home, is that more can be got out of them so. The mistress gets perhaps 3d. a week each for sewing to this. I need to have occasion to travel over the plaiting districts. I should say that the rooms are more crowded than the lace schools in the neighbouring districts, because there are no pillows to take up the room.

42. At a small warehouse, employing about 30 females from 16 upwards (Mr. Cutchin's), I was informed that the workers usually stayed from about 9 till 9, or as long as they pleased between 8 a.m. and 9 or 10 p.m., never later than 10½ p.m., and never coming earlier than 8 a.m.; an hour being usually taken for dinner at 12 and for tea at 4.

43. Mr. Charles Luton.—I am engaged as Becker in one of the largest bonnet manufacturers here (Vynne's), and have worked in another of them (Gingrey and Gribble's), and have been acquainted with persons in nearly all in the town, of which five are quite large. I was also engaged in an establishment of the same kind in London, and it was conducted in much the same way as those here. The greater part of the workers in the factories are females, but usually all over 14 years or so of age, unless one comes in younger with a sister. Boys only do up plait and do odd things. From 9 till 9 are the usual hours, and sometimes in the first half of the year, which is the busiest, they work till 10, but seldom later than that. The latest that I have known at my present place is 10.30 p.m. When I first came to the town warehouses were open till 12 p.m. quite commonly, but there is quite as much or more done now without working so late. In autumn the hours are pretty steady and short. The females work by the piece, and go to meals as they please, usually about an hour for dinner, and a bit for tea; or if they feel tired they can sit and work at home. I have worked in a factory in Chesham, and should say that the girls here are much more independent and comfortable. Few fair female workers make under 10s. a week, and most from that to 14. A girl

could not be got under 8s. I should think. If they do not like one place they can easily go to another.

The factories are generally healthy places. The worst time is in the winter, when there is gas and they cannot have the fresh air so well. But they can go home if they please. The Board of Health regulate the bleaching and dyeing places, and will not allow them to be in close parts of the town. The Board is very expensive, but I suppose it is good.

A great number of persons in the town employ a few girls or women in their houses in sewing bonnets. I employ a few in my own, but none of them children. They work about the same times as in the factories. It is only now and then that they are later. Some of the large manufacturers have factories or sewing rooms out in the villages also. There are very few young females in the town but what are employed in the trade some way or other. Some families here and meet who sew in the country buy their own plait, and work it up and finish it entirely themselves, and bring in the bonnets, &c. and sell them to the warehouses, being in fact complete manufacturers at a small scale. They know what shapes are being made. There is a plait market in the town on Monday, to which the plait brought up by the buyers in the country is brought in.

MR. W. TAPLEY'S, STRAW HAT MAKER, BACK STREET.

44. Mr. W. Tapley.—There are a great number of persons in the town, several hundreds I should say, who like myself employ a few females in making bonnets and hats. We sell to the warehouses, and are called "makers up." Some employ only three or four, others five or six, others more. I employ about

a dozen females, from 10 years old up to young women. About a dozen is a common number. I assist and run the hats myself. In addition to the sewing the plait, there is the lining, trimming with chenille, ticking, &c. The sewing workroom generally forms part of the dwelling-house, as mine does,

or is attached to it. It is often a room over a wash-house, and men do the treading below. In this part of the town in particular, which is a poorer part, there are a great number of such small employers. Some of them send out work into the country by carriers, to be brought back next week even, but not stitched. Besides those who employ girls, families make up for themselves. I should say that every cottage in this street, right and left, makes up so. Even little tradespeople's wives and children do it, and it is a great assistance to them.

The hours depend upon the state of trade. For about three months in a good season my hands work about from 8 a.m. till 10 p.m., and for six other months till 9 or 10 p.m. They are busy usually for about nine months of the year, and are generally off entirely for a few weeks or a month or two, as they are now. But last year they were away only a day and a half; it just depends upon circumstances.

Fashion has a great deal to do with the amount of work. I have been in the trade 20 years, and never known two years alike. Royalty always puts us out, e.g., the Duke of Wellington's funeral and Prince Albert's, and the Prince of Wales's wedding did. So much is wanted at once that there is a dull time afterwards.

When my hands are not very busy they go away about a couple of hours for their two meals, but, when busy, they take less, e.g., perhaps half an hour for dinner. If they come earlier they go away for breakfast, and if they stay later they bring a bit of supper. Sometimes to oblige me, when I am busy, they work longer hours, e.g., come at 7 or 8 a.m. and work till 10 p.m., and some will be up till 12 or till 1 a.m., but it is optional with them. I leave them to my daughter, and go to bed, and tell them that they may do so they like. But this would be only one or two nights in a week, or perhaps a week in a month. Work is generally pressing about a fortnight before Easter. It would be an extreme case for them to be up all night in any sewing room, and only for an order, and I should make them a pot of coffee or something, and pay them more. But I never did have them up all night; I should lose more than I gained. But if I have an order, say 20 dozen, I give it out to the room and expect all to be back to, without distraction of age. But there is no compulsion. I would sooner leave

compulsion to the parents. I very much object to the hands working beyond 10 p.m.; but when there is money to be earned you can't restrain them, with the parents at their back encouraging them on. It is a rule throughout the trade to work by the piece. The little ones work for their parents, and if they work longer than usual the parents take it ill. There is no custom here of allowing children what they make by working longer. But when they are grown up, i.e., when about 14 or 15, they pay their parents, say, 5s., 6s., or 7s. a week for board, and have the rest for themselves. If any work all night at their homes it would be only on Thursday and Friday nights, and under their parents. Those who work for me earn about from 6s. to 18s. a week. One who is 15 never makes less than 8s., and some Christmas has averaged 10s. She comes the first and sits to the last. It is not usual to take work home with them at night. I do not like it, as I lose in the long run, as they cannot work afterwards; but sometimes, if very busy, they ask to take a score home.

When children saw at home their mothers set them a task, say three score yards to finish in a day, and when they are busy they may push them on a bit. I could tell of numbers of families round this part of the town where girls of 10 are sewing plait, but I should say that they do not begin much under 8. It would be quite exceptional to find a child of 5 or 6 at it, even in this poorer part of the town, and it could only be at sewing rubbish stuff. I know one of 9 years that sews four score a day.

I am not much for legislation as a rule, and I think that the only thing in the trade that needs it is the country plait schools, where the children are so crowded together. Also we want some protection as to measures. The plait is instead of a score, as it is supposed to be. This comes very hard on us little men, for I not only get low plait, but, as I pay the workers by the number of scores of plait which they make up, and have to pay the same whether it is a full score or not, I lose both ways. Some pay by the lot. We have formed a plaiters' association for our protection, and send an agent out into the country to measure specimens of plait; but we want a little assistance, and it would be a protection to us if it was fixed by law that a score should be 20 yards.

43. In another small room of the same class as the above, but at the other end of the town, I was informed by the wife of the master (Mr. Cooper, Albert Road) that in the busy time the workers, none being younger than 16, usually stayed about from 8 a.m. till 10 p.m., and that in the busy three months 10 p.m. was reckoned the usual hour for leaving off in warehouses.

46. Mrs. Elizabeth Sharpe, Back Street.—My child Jane began sewing plait of herself when about 4 or so; she took to it of herself. When about 5 she could do three or four scores in a day if we would let her, but I do not like to do so; it is not good for children.

She goes to Sunday school and two nights a week, but has left off going on days. The eldest girl in a family, as I always say, is ruined, as she has so much to do.

47. Mrs. Bayford.—My child Mary Ann, now 11, sews five score a day at home here, and could do that in seven or eight hours, if she stuck to it. She began when 5.

[The girl could read, but spelled two syllable words.]

48. Mr. Sandee, town surveyor.—The Board of Health here, of which I am the officer, are very particular in enforcing all proper requirements for securing the public health. They regulate the width of streets, the spaces between houses, and insist on all habitable and working rooms being of proper size and height, properly ventilated, and provided with proper closets or conveniences. We insist on a minimum height of 8 feet. Of course they have no power to limit the number of persons who may work in a room of a given size. Indeed, one great difficulty which we cannot reach is the crowding in lodgings, owing to the

number of girls who come in from the country for work. We are very particular also as to the bleaching and dyeing works, of which there are but very few of any size, and insist on their being airy. The great difficulty that we have is with the small places, for people will do work of this kind even in their back of garden. But all the large work places are healthy and have plenty of space. A large part of the town has been built within the last few years; indeed I believe the greater part within from 10 to 15 or 16 years. The town is healthy, and stands very high in the register's tables; but so there is

The Stow Plait and Bennett Manufacturers.

Bole, Elton, and Bocka.
Mr. J. L. White.

d.

The Sewing
Machines.

Belts, Hosiery,
and Stockings.

Mr. J. E. White.

4.

Sewer Machine.

Belts.

Mr. J. E. White.

no medical officers of health here, I am unable to give the precise comparative rate of mortality. The people are able to and do live well.

In the greater part of the small houses in the town the families are engaged in making up bonnets and hats, and quite little children, e.g., from 6 or 7 years old, are employed at their homes in sewing plait.

This, probably, is particularly the case in the poorer parts of the town. Some persons employ just a few hands, say 6 or 10.

[Note.—For a further statement as to the above manufactures, see Appendix, p. 14, Nos. 74 and 75.]

SEWED MUSLIN.

DONAGHADEE.

43. In this little town, on the north-east coast of Ireland, I visited several sewing schools, i.e., houses in which girls sew or rather embroider muslin and linen under the charge of a mistress. They correspond very closely with the pillow lace and straw plait schools in England. The ground area is at times crowded in the same way; but as the houses possess the advantage of being cabins of one story only, and open to the roof, it is impossible the amount of air space per head to be as small as in some of the English plait schools referred to. But however much space there is to spare, the children sit huddled close together, just in front of the mistress; as represented, because they like it, but probably to be more effectually under her eye. Some are poor, wretched places, most with merely mud floors, on which the children sit with merely a narrow piece of board or small patch of rug to keep them from it, or sometimes very low stools. In one I saw a tray for the chickens, which ran in and out. The children go to the schools for long hours, i.e., a day of about 14 hours, with a deduction of about two. They are kept up late at work at home sometimes, in the same manner as the hosiery seamers.

M. A. TOSH'S SEWING SCHOOL.

50. *Mary Ann Tosh*.—I keep a sewing school, and have now about a dozen girls, most between 10 and 15 years of age. Last winter I had two dozen, and I have many a time had more than 30 in this room alone, but 30 have to sit as close as they can. That's just the way they do in schools usually. If they are too thronged, a few would go into the bedroom, which opens into this room. They have boards or little carpets on the floor, or sometimes little stools to sit upon, but in summer they would never want the carpets. For the first six months the girls work for me for my teaching them, and afterwards, when they work for themselves, they pay me 1½d. a week, or in winter, on account of the lights wanted then, 2d. Girls work in schools because they would not work at home, and being together they encourage one another. I set them a task of so much to do in the day.

At this time of the year (May) they are here about from 8 to 8, with an hour away for dinner, but all do not keep one time. Then that come earlier would go out to breakfast at 8, and sometimes they come as early as 7 and 6 a.m. In winter they begin at about 8 a.m., and go home from 4 to 6, between the lights, and work at home, and come back and work here till between 9 and 10 p.m. If they have not done their task here they go to make all the same, but you give them charges to take work home with them, and then, perhaps, they will light a candle, and sit late or rise earlier. Some rise by candle light in winter, and work before they come here.

The work comes from Glasgow by Belfast, and is given out to the workers by means of agents, of whom there are four or five in this place, and is taken back again to them finished, if it is a large piece usually on Saturday, or if small quicker. Sometimes the agents send a piece and want it finished in a day or a couple of days, ready for market. Then, may be, the girls will have to work in meal hours, and wait the meal, or if the work is wanted next morning it may be that you have to sit up all night. I have seen us at work in here till 12 and 1 and 2 at night. When one and another sit together they do not get drowsy, but the work goes on. I am glad to get rid of the little ones as soon as their task is done, but after twelve months or so a girl becomes useful. These girls, who are 13 and over, often stay late. But the girls who like will defer to rise and leave their work; leaving it raises the spirits of all, young and old.

There are several other sewing schools in the place, the bigger having perhaps 20 or 30 girls. Their regulations as to hours are the same. None of them are large in summer, as girls are away at other work.

When I was a woman had 200 girls in two rooms; we had about the same house as I have here, but whilst we went at 7 a.m., and she would keep us as long as you could see to put in a needle. We had the work for ourselves, and paid her 2½d. a week, and in winter 3d.

Some of the girls under me here would go part of the day to the reading school, but necessity causes them to quit it.

Seamers are paid in money, but it is very little now. Speaking for myself, where I made 1s. I can now only make 4d., and, working all hours, scarcely make 2s. a week. Girls of about 13 or 14 make me ashamed, as they can earn as much. They are scampier at it, and are more in heart in it. The little ones make, perhaps, 1d. a day at the outside; three girls of 11 years old there would not make more than working all day. But young girls' work, when it goes in, very likely does not count at all. The agents take off money from the proper price of work, sometimes half of it and more, and sometimes return the work and make you pay for the muslin and cotton, though you may think the work passable. It makes no difference whether the worker is little or big, the money is often taken off from both alike. We often wonder what it is taken off for. I understand, of course, that if the work is not done right it will not pass in the market. Since the damp came on the trade they will scarcely pay the money at all.

It is very unhealthy work from the sitting so long. Scarcely any girls have any health at it. They are subject to pain in the side, and especially in summer to pain in the head. I have heard that the doctors allow that it is the sitting so long which causes so many to die of decline here. My girls do not sit outside the door to work; they would be "all in a merry wig," and looking about; they would like that. They generally like to sit on the ground instead of on stools. When they sit so high, and too constant, they get a pain in their side; that's why. At night, when the candles are lighted, they sit higher, to be nearer to the light. One large dip candle will light half-a-dozen girls.

It is very severe work for the eyes by candle light, and is very troublesome to them at the time, particularly the white lines, which dazzles the eyes, and is more severe than the green (greenish white?) smiles. When they sit too constant their eyes grow dim. On Mondays their eyes do not look so weak, as they have had a little rest. We burn candles, not gas. I think that gas would be too strong for the eyes, they being so weak. Their eyesight falls very early if they sit

brought up to the sewing from quite children, and a great deal of them become weak-sighted by when they are grown up. Some lose their sight by not putting glasses on. They think that it would make them look getting old, and might disappoint them of a husband.

[The room is 11 feet 4 inches by 9 feet, but open to the roof.]

31. *Marrisa Nixon*, age 15.—Went to a sewing school at 7 years old. In summer we worked from 8 a.m. till 6 p.m., and in winter from 8 a.m. till 4 p.m., and again from 6 p.m. till 9 p.m. We had an hour for dinner at 2, and breakfast before we went; but we did not get out of all between 8 and 2. No, sir! we didn't ask. If we'd not done our task, the mistress sometimes kept us in at night till 10, but never kept us from a meal; and sometimes she'd a-bed us, sir, with a rod, a "silly" rod.

In summer I'd at work from 8 a.m. till 8 p.m., and in winter from 8 a.m. till later in the evening. Some-

times it has been till 10, 12, and 2 a.m. If I begin at 6 in the morning in winter it is at home, not here. I have worked from 6 in the morning till 2 the next morning, but not very often, and was off a bit, stopping about an hour twice in the day.

When you sit so long your eyes grow weak. I have had weak eyes for two or three years, but I can see well.

Have been at three sewing schools in the place besides this, and had about the same hours at all as here, and all girls, both big and little, had the same.

32. *Jane Wallace*, age 16.—Have served on till 2 a.m., but at home, and began again at 7 a.m.

33. *Eliza Johnson*, age 16.—Have served till between 2 and 3 a.m., and began again at 7 a.m.

[Another younger girl had never sat at work later than 11 p.m. Each said that working long days, viz. from 7 a.m., they could earn about 2s. a week.]

Mrs. RANKIN'S, SEWING SCHOOL.

34. Though only 10 children were in school at the time of my visit, they were huddled as closely together as possible in the part of the room just in front of the mistress. Several had coughs, and one thumped round her neck; it was May. All said that they went to Sabbath school; two, that they could read well, and the others that they could read a little. Their ages ranged from 8 to 14.

35. *Mrs. Rankin*.—About 7 is the usual age at which I take little girls into my school, though some come older, up to 10. Very few go to any school younger than 7. They stay with me as long as they like, e.g., till about 14 or 15, which are the eldest here now, except two women who work with them. This one, aged 20, pays me just the same as the girls do. Many of the young women goes out to schools; it's bearable for them when there's a few together then sitting at home. Girls serve their time to me for the first six months. I have about a dozen, sometimes more, sometimes less; and I have seen me having 30 at a time. There are generally more in winter than in the summer. Though there are so much fewer now, they sit closer together, as close as they can, just the same; they like it best. The little ones would rather sit low down on the floor as they do without a stool, but sometimes I put them a bit of a carpet. They don't sit outside at all in summer. I set the little girls a task to do. If they do not do it they must be "hit" (beaten), but I would be afraid to do it to the big ones. If they don't do their task in the day they must sit up at night at home, for if they come back in the morning and it is not done they must be "hit" then. So they rise early in the morning to do it, and are weary a time up by 5 and 6 a.m.

My girls' regular hours are in summer from 7 a.m. till 5 p.m., or while they can see, and they have an hour for breakfast at 9 and for dinner at 2. In winter they come in the morning at 9 or 10 or so, but don't go out in the middle of the day much, because the day is so short. Some goes out to dinner and some not, just as they have it to get. They go away at 4, and come back at 6 and sit till 10, but all go away then, unless a neighbour chooses to sit and work at home. It's long hours for little children to sit—long hours indeed. Young women sit about the same time; in winter time generally till 11 p.m., sometimes till 12 or 1. I have seen us sit all night, i.e., only our own family. We sat regularly all Friday night when business was better. At this work it's very hard to get through with honesty.

A child when out of sewing her time was earned perhaps from 9d. to 1s. a week; for a young girl

from 8d. to 1s. is the common thing. Indeed 1s. is the height that any young child can make if the work is good, and about 2s. is as much as I or a grown person can make, or perhaps 2s. 6d., according to the sort of work. Some at their work can earn more, but I think that none can get more than 2s., if that, working all the week from earliest to latest; and very little indeed it is.

There are heavy stoppages from the pay if the work is not done sufficient; and the agents can find fault for very little by times. From little children's work money is very often taken off. I have very often seen them take a sixpence worth of work, and get, say, only 4d., and many a time they take in a piece and doesn't get a shilling for it. There's fault on both sides, I warrant. Agents is very hard to please, and little girls is careless. Sometimes it is difficult patterns that they get, and they can't do them so well.

It is very tiresome sitting from morning till night. Indeed, they all get tired of it, but, poor things! they must sit. It cramps us, and gives us pain in the side, and generally in the breast. A great many girls die in Decadence of consumption. It is the sitting that does it. That youngest girl, 8 years old, and out of her time, has boils in her ear, and cannot hear. She brought it out of the needles, and has never been well since. It's a disease in this town at present for girls to have the throat and head hot.

It's very hard on the eyes, especially the white seen; two little girls yonder are on that.

36. *Mary Ann Brown*, age 10.—Generally sit sewing (at home) till 12 at night in winter time, and rise about 7. Sometimes I sew before I come here in the morning. Get about 1s. a week.

37. *Jane Brown*, age 9.—Sit sewing with my sister (No. 36) till about 11, not later. ("She would get 'too sleepy with it," said the mistress.)

38. *Jane Brown*, age 12. (No relation to the above).—Generally rise in the morning now, to do my task, sometimes at 6, sometimes at about 8. It's mostly always that I sit up sewing till 12 at night in winter time, and rise about 7, to help mother, &c., but I don't do any work till I come here at 9 a.m., or sometimes about 10.

M. WILSON'S, SEWING SCHOOL.

39. *Mary Wilson*.—I have kept a school of 20 sewers in a larger house. Now I have about a dozen, most of them small girls, the youngest 8. I have seen them sewing at 7 years old, but very few. More come in winter. There are not so many do the work at all now as formerly, and where a girl got 1s. 6d., now she can get only 6d.

They come now (May) at 6 a.m., and leave at dark, and have two hours out for meals. In winter they come as soon as it is clear, and leave at 9.30 p.m., and are also away from 4 to 6 in the afternoon. Most breakfast before they come there.

Some of their eyes is very weak that works at it.

40. *Agnes Brown*, age 11.—Rise now at 6 and come

Sewal Machine.
Invent.
Mr. J. E. White.
C.

Sowed Muffins. here and work till dark. In winter I rise about 8, and sit sewing with mother and sisters till 12 most nights. One of my sisters, who is two or three years younger than I am, only sits till about 9. She makes about 1s. a week, and I sometimes 1s. 6d. Sometimes I fall asleep at my work at night. Ma would wake me. ("Would give her a sleeping to make her sit up

JANE MILMAN'S, SEWING SCHOOL.

61. **Jane Milman.**—Have usually nine girls from 8 years old upwards. In summer school is from 7 a.m. till 5 p.m. or back, and in winter from 9 till 9. In winter they have no dinner hour, and do not get out from school at all till 4, and then do not come back till 6 p.m. Children's going out for two hours

"and finish her work," said the mistress.—J. E. W.) Often get clapped. Sometimes my back aches when I sit long.

Know the letters (most of them, not all). Always go to the Sabbath school.

[Ragged and bare.]

together so allows those that keeps them a little liberty.

[At another house, spoken of to me as a sewing school, I was informed that only a few neighbours came in to sit, not paying or having work set.]

62. **Rev. John Hill**, rector of Donaghadee.—This town was a noted, indeed the original, seat of sewed muslin work in this country, to which it was introduced, I think, some 60 or 70 years ago. The manufacture, which a few years back was carried on very largely over the north of Ireland, has lately, from different causes, particularly the American war, greatly fallen off; but the greater part of the poorer female population of this place are still engaged in it. Here, as in other places, they work almost exclusively in their own or neighbours' dwelling-houses, though one manufacturer here employs young women on his premises.

Girls begin the work at an early age, from 7 upwards, and it is difficult to keep girls of the poorer class at the day school after 8 or 9 years of age, though some go to evening schools. Their health also suffers from the confinement of a sedentary work for long hours in small and sometimes crowded rooms; for the young children often work at sewed muslin schools, to which they are put by their parents, so as to be under the charge of other women to teach them the work, and to keep them more closely to it than the mothers themselves can do. Such a woman receives the benefit of a girl's work for a short time,

perhaps the first few months, in return for her teaching, and afterwards a small sum, usually 2d. a week, for her superintendence and house room, &c. The profit of the child's work goes to the parents. It is now very small, for a young child probably not more than 1d. a day, and older workers, who some time back could make 1s., now do not make more than 1d. The work is collected for the manufacturer by means of agents. The payments are made in money, and the price fixed by the manufacturer is frequently attached to the work. In one case an agent kept a shop and insisted on making payments in goods, but I understood that this was contrary to rule, and it is not a system. The workers, however, are much in the power of the agents, who supply them with work, and they frequently complain that unfair deductions from the proper price are made. It is of course almost impossible for the manufacturer, where the workers are so widely distributed, to know what each worker really receives.

Consumption is very prevalent amongst the female part of the poorer classes here, and has become more so since the trade has been depressed; but, in judging of this, their bad clothing and poor living must be taken into account.

LACE.

LIMERICK.

MESSRS. JAMES FORREST AND SONS', LACE MANUFACTURERS.

63. **Mr. Boly, manager.**—Our lace is made by embroidering net or muslin with the hand and needle. The net is stretched upon a frame, and the pattern formed by drawing a thread through with a needle, or mounting muslin on it and working it on. A few are engaged in drawing out patterns to be copied, cutting out, &c. All employed are females. The youngest get about 3s. a week, the others up to 6s. or 7s.

The trade depends greatly upon fashion, and in the last few years has fallen off very much. Six or seven years ago we had 500 persons in this factory, and the former owner had had 600 or 700. When we had 500 persons there were other factories in the town with considerable numbers, and there must have been at least 1,500 females in the lace factories in Limerick. For the last two or three years the trade has been particularly bad, and at the present time we have only about 80 persons in the factory. We used to take children from about 11 years old upwards, and teach them, but now seldom have girls under 15, not finding children suitable, though we have one or two employed in odd ways. It was, I believe, customary at some of the other factories to bind girls as apprentices for some years, but we do not. The factory was built for assembly rooms. Only one room is now in use, but both are lofty; the lowest is, I should say, 18 feet high. There are now two other lace factories here, but I know of none in any other part of Ireland. But lace is made in convent and industrial schools in several parts of Ireland. Some of the sewed muslin work, of which there is a great deal in the north of

Ireland, is much of the same kind as some of our lace. It is called *applique* work, and is made by muslin applied to net and embroidered.

We used also to teach girls crochet work. There was formerly a great deal of this work done near Cork as well as near here and in other parts of Ireland. But this trade was sunk by so much inferior work being made, and it is now nearly done up.

In this factory the day is from 9 a.m. till 7 p.m., or, if they do not take a dinner hour, till 6, and they prefer the latter arrangement. It is seldom now that there is work beyond the proper time. Years ago, when there was more demand, they may perhaps have worked for some special purposes till 11 or 12 at night; but then they got more pay, and we give something to sustain them. It is chiefly the better and more experienced workers who stay late. For about three months in last summer they worked over their time as long as it was light enough, perhaps till 9.

Education has been increasing very much indeed of late years, and a great number of girls are taught in the convents. But still an inquiry like the present is very necessary, and I am very glad to see it. It is necessary that the young people should be looked after, and there is no necessity that children should work as they do.

64. **Margaret Brown**, age 14.—Here 5 years. Work from 9 till 6 always; never beyond. All leave at the same time. Sleep a quarter or half an hour for lunch. Get 2d., 6d., or 3s. a week.

Lanc.
Ireland.
Ms. J. E. White.

Can read a newspaper, write badly, and was at compositional addition when I left school. Left off Sunday school three months ago; I neglected it. Will go in summer.

65. *Mary Ann Hiney*, age 11½.—Cut out muslin with scissors. Was at school every day till I came here just lately. Can read, write, and do long divisions.

Lace.
Ireland.
Mr. J. E. White.
4.

MESSRS. MCLURE AND CARMAN'S, LACE MANUFACTURERS, CLARE STREET.

66. The factory consists of three adjoining uninhabited dwelling houses communicating inside. The work is done in just the same way as at the factory just described, but nearly all the workers were away on the occasion of both my visits. The rooms had a neglected appearance, and a fire-place was bricked up.

67. *Mr. McLure*.—We employ about 120 persons here, females from 12 years old upwards. A young girl comes as apprentice for seven years. The hours are from 7 a.m. till 6½ p.m., with two hours for meals. All are away now for their breakfast hour, viz., from 10 till 11 a.m. We have had as many as 548 persons working in here.

68. *Kate Fallon*, age 17.—Was apprentice here for seven years, and began when going in 8. Get 3s. 6d. a week. Am at work now (breakfast time) because I shall not take breakfast to-day (i.e. out of religious observance of an eve, J. E. W.)

MR. ROBERT HONOUR'S, LACE ROOM.

69. Some women embroider lace on frames, as in the larger factories. The work place is an untidy room in a dwelling house, corresponding to Nottingham lace mistresses' houses.

70. *Mr. Robert Honour*.—I generally employ about 20 women here, or at the most 25 or 30, on lace for a shop here. There are scarcely any leavers in the trade now, because there are so many more persons know how to do the work than there is employment for. In the lace factory here in which I served my

time there were 548 persons employed. My hands work by the piece, and generally come in summer from 6 or 7 a.m. till 6 or 7 p.m. Sometimes they work by candle light, but not often, and very seldom beyond 8, except for some special purpose, such as a wedding, and then perhaps till 12.

CROCHET AND HAIR NETS.

CORK.

Crochet and
Hair Nets.
Ireland.
Mr. J. E. White.

MRS. DONOVAN'S, CROCHET MANUFACTURER, FRENCH'S QUAY.

71. *Miss Davidson*, manager.—We have no work room or school, and do not employ any persons on the premises, but get the work done in the country by means of agents, who bring in the work when done and take back the money, and we also buy from the country. We supply the thread and patterns, and the value of these is deducted from the price which we pay for the lace. About 1857 was the best time in the crochet trade. We have paid 300 girls from Cork alone in a week, besides workers at a distance. The difference of fashions put crochet down. The work used to be done chiefly all over the county of Cork, and we used to send carts round to collect it. Now we have some done in the north of Ireland, and in convicts. The agents are usually poor girls who have been workers. They teach the workers any new patterns, but do not keep schools; or the workers

learn it from one another. A pattern is very quickly learned. Some will learn one standing in the passage of the house here. Few, I think, now give their whole time to the work. Three sisters who work hard for us get about 2s. 2d. a day between them, and about 7½d. of this comes off for thread, i.e., each earns about 2s. a week. That, or from that to 3s., may be as much as can be usually earned with hard work. In the convent schools the girls are only allowed to work a certain time in the day. The money earned is paid, I believe, to the Superiors. They do crochet and hair nets also, and work at home afterwards. A great many girls in Cork work at home at hair nets; indeed there are more doing this than anything else that I know of. I know of no places where they work on their employers' premises.

72. *Mary O'Leary*, crochet worker.—Suppose I'm about 18. Have been at crochet 9 or 10 years. Learned at a crochet school, a large room in a shop, where there were a great many girls, 100 I should think. There are no crochet schools now, but girls get together in houses, half-a-dozen or so together, as they can work quicker so. Have often got up at 6 on a summer morning and worked till 9 p.m., but never longer; but lots of girls work all day till 11 and 12 p.m.; when crochet was good some would stop

up till 2 a.m., but I think not later. Each worker carries her work to a crochet shop from which they have got the work out. When crochet was good I would think nothing of earning 3s. a week, but now I can only earn 2s., working from 7 a.m. till 8 p.m. This is not clear, but there is perhaps 6d. off for thread. Gives mother what I earn.

Left school to go to crochet, and have never been to any school since, only to a chapel every night. Had learned very little. Can read very badly.

INDUSTRIAL SCHOOL, 2, LAVITT'S QUAY.

73. *Miss Twiss*.—This is a charitable institution, established by a religious confraternity, which has 2,000 young females connected with it. We teach girls plain and fancy work of all descriptions, such as shirts, children's small clothes, crochet, embroidery, hair nets, &c. They work here from 9 till 6. Sometimes there are 50 or 40 girls working in the rooms here, and we give out work of the same kind to about

150. Convents employ persons and give out work in the same way. The articles made are sold to shops, and what is made here goes to the support of the institution, and if there is any profit over it is given to the poor. There must be at least 800 or 900 girls and women in Cork making hair nets, but this is almost entirely done at their homes; there are no persons who employ any under them for profit. This

crochet and
lace nets.
Inland.
J. E. White.

work has taken the place of crochet, on which the greater number of those who now make nets were formerly engaged. A girl may learn net work, so as to earn money at it, in a week. Some begin at 5, 9,

and 10 years old, and all ages upwards. Crochet takes rather longer to learn. What they call tambour work is done in the same way.

APPENDIX TO EVIDENCE ON THE STRAW PLAIT AND BONNET MANUFACTURES.

74. Letters to me from the Rector of Ampthill.

Ampthill Rectory,

October 21st, 1864.

Sir,

I trust apologies for having so long delayed to reply to your inquiry respecting the employment of children in straw plaiting.

It is my decided opinion, founded on an experience in this parish of 18 years, that some legislative interference for the protection of female children from the service of their parents is loudly called for.

The great majority of parents among the lower orders here, send their girls at five or six years of age to small schools, kept by women for the most part uneducated, and often of indifferent character. In these schools, the children are crowded (from 6 to 15 or 20) in a small close room, for six or eight hours a day, receiving no kind of instruction but that of plaiting straw.

From these schools they are taken at 11 or 12 years of age, and sent to very similar schools in which bonnet-sewing is taught. In these places they are brought into contact with older girls, too often of bad character, from whose converse and behaviour they receive their first impressions of evil, impressions too seldom effectually counteracted by the Christian teaching of the Sunday school and Church services, should they be permitted to attend them.

There are seven or eight of such plaiting schools in this town, and about the same number of places where bonnet sewing is taught. Many of the girls who attend the latter come from the neighbouring villages, and often return home as late as 9 or 10 o'clock at night.

In order to obviate as much as possible the evil resulting to the children from such and neglect of all Christian education, and, let me add, from such incessant toil in one species of employment, some 15 years ago, I raised subscriptions and obtained help from the Committee of Council to build a good infant school and a plaiting-room. The children who attend the latter, are expected to go into the National school adjoining from 9 till 12 daily for reading, &c. They then plait from 12 till 1, and from 2 till 5, and the older ones, if their mothers wish it, from 6 till 8.

But when "plait is going well," as has been the case lately, some parents will take them away, and send them to schools where they plait all day.

Indeed, the majority of parents, having no regard for education, and very little thought about their children's health, whether of mind or body, dash to send them to my school at all. It will hold 40 well, but at this present there are not 20 in daily attendance.

For these reasons among others, I should rejoice at some interposition of the Legislature, to secure for the children of our poor in this country the benefits conferred on their more fortunate brethren in the factory districts.

I am, &c.

GEORGE MAULE.

J. E. White, Esq.

Ampthill Rectory,

November 2nd, 1864.

DEAR SIR,

I AM unable of my own knowledge to vouch for the accuracy of Mr. Charles Knight's Statement,* but from my experience in a smaller sphere of the evils attendant on the straw-plaiting and bonnet-sewing system, I should be inclined to put great confidence in them.

The young women who remain at home, and quit a livelihood by straw-plaiting, pay their parents for their board, and so become very independent of control; they too generally fall into idle, gossiping habits, spend all their surplus earnings in dress and finery, and too often enter upon evil courses.

The bonnet-sewers are exposed to still greater dangers. They work in numbers of from 5 or 10 to 20 in small, low, ill-ventilated rooms, utterly unfit for such a purpose. In such places, children of 13 or 14 fresh from school, and comparatively pure, come with young women often of bad character and loose conversation. After working all day, they frequently continue till 9, 10, or 11 at night, and then have to find their way home through the streets, or perhaps a mile or two to an adjoining village, in the dark or by moonlight, and in all kinds of weather. The consequence is, that their health or their morality are generally suffer.

Wishing you all success in your inquiries,

I am, &c.

GEORGE MAULE.

J. E. White, Esq.

The Straw Plait
and Bonnet
Manufactures

Beds, Beds,
and Beds.

75. An account of the straw and plait manufacture, published in 1860, enclosed to me with the above letter for my use, reached me after the body of the Evidence was in the press, and where I had no means of verifying any of its statements by further references. It, however, corresponds closely with the account already given in the foregoing Report and Evidence. The picture which it gives of the habits and moral condition of the workers is unfavourable, and much of the same kind as that given of the Nottingham lace finishing warehouse females in the Evidence on that subject. On this point it refers to the then last Report of the Registrar General, viz., for 1857, as showing that "in Luton, of 750 births 77 were illegitimate; as at St. Alban's of 558 births 38 were "illegitimate." It is represented that, "according to the statistics of the (then) last census, Bedfordshire, despite its great educational endowments, stood lowest but one of the counties in England, as the number of its week day scholars." With regard to the importance and extent of the manufacture, which of late years have much increased, the account states that "in 1851 it was calculated that the yearly returns of the trade were about 900,000*l.*, and the persons employed in it about 70,000."

(* That is those quoted in the account enclosed to me.—J.E.W.)

REPORT upon the HAND-LOOM WEAVING and HOSIERY Manufactures in Ireland and Scotland, by Mr. J. E. White.

Hand-loom
Weaving and
Hosiery.
Mr. J. E. White.
E.

TO HER MAJESTY'S COMMISSIONERS.

GENTLEMEN,

1. The evidence subjoined relates to hand-loom weaving and incidental employments to which it gives occasion, as carried on in Ireland and Scotland, and the small portion of the hosiery manufacture in the same countries, not included in the evidence on that employment in England which I have already had the honour of laying before you. The two employments are so essentially the same in all important points, that they may properly be treated of together.

Subjects.

2. As regards the latter employment, hosiery, so little variety of feature from what is already described presented itself, that I need add nothing by way of explanation, and but little by way of remark, to what is furnished by the evidence itself. But it will be convenient to remark here, that the manufacture is carried on in Scotland to any important extent only in the town of Hawick, where it is confined chiefly to one particular class, woollen, and also in or near Dumfries, but only on such a moderate scale, and on a system, as I had reason to believe, so similar, as not to make me think it desirable to visit that neighbourhood; while in Ireland, as far as I could learn, it is confined to one small place, and may be regarded as altogether unimportant. The remarks, therefore, which follow, will apply mainly to hand-loom weaving.

Industry.

Extent.

3. With regard to the extent of the inquiry which I have made into the latter employment, I should remark that it was, as will be observed, somewhat limited; and that I have personally visited only a few of the vast number of places in which the employment is carried on, selecting those which appeared likely to present specimens of most of the different kinds of work, and accepting more general statements from competent persons with regard to several other districts. Several causes contributed to make this course appear desirable, and in particular the close resemblance of the employment in its main features to that of hosiery, of which the English evidence already before you gives a somewhat detailed account, and the fact that, from the inquiries which I everywhere made, from persons likely to possess a general knowledge, there appeared a strong likelihood of my finding no important difference in other—near or distant—places, but on the contrary, a precise resemblance of system and detail to what I found in one or other of the places which I did visit, and have recorded as regards them.

Hand-loom
weaving.

4. As weaving is a uniform and comparatively simple operation, to which the use of power seems as well adapted, and in which, therefore, it might be thought that hand-labour must be unable to compete, and therefore probably be soon given up entirely, it may appear strange that hand-loom weaving should still, as it does, form an employment in which very large numbers of persons, indeed the populations of entire districts, are even now engaged. Few, probably, who have not given special attention to the matter, would be prepared to find the extent to which this is the case.

Continuance
of hand-loom
weaving.

5. A point which naturally presented itself to me at the outset as important, was to ascertain how far this condition of things might be owing to permanent or to merely passing causes, it appearing to be of little use to set forth the particulars of an employment, supposing it of a kind which in the nature of things must soon cease to exist. From all that I could learn or observe I was led to conclude, that hand-loom weaving is in many places rapidly declining, and must in all, sooner or later, and probably at no very remote time, cease to be an employment of any importance. In some places, however, it is the rate of wages only, and not the amount of work or number of workers, which has declined; and it even appears that of late the demand for linen has not only kept up, but increased the number of hand-loom weavers. The balance of evidence also seems to lead to the conclusion, that a considerable number of persons will be engaged in the employment, at any rate for a number of years, chiefly in country districts, where labour is plentiful and cheap, and also in kinds of work which can be done by children and females.

Probable for
some time.

6. The question seems to turn but little upon essential difficulties in the successful use of power for the purpose, but upon the comparative cheapness of the two modes of manufacture. Hand-loom is very cheap, and labour abundant. But as the increasing use of power diminishes, as it is constantly doing, the field of hand-loom employment, and the supply of persons brought up to it, and who are therefore willing to work at however low a rate, falls off from want of inducement for fresh workers to take up the trade, the price of such labour will probably increase in a more rapid ratio, and the balance become so decided in favour of power, as to make its use almost universal. It must be observed, however, that hand-loom weaving has already survived the introduction of power to a much greater extent and for a far longer period than would probably have been anticipated years ago, and it may in like manner still hold out far beyond what is even now expected.

Cheap labour.

7. Some branches of employment which are treated of in the evidence as connected with, or arising out of, hand-loom weaving, are and may remain equally incidental to the manufacture or completion of fabrics made by power, and are of a kind and carried on in places which, even in the case of the latter, just as in the case of hosiery made by power, do not fall under existing regulations.

Employments
incident to
both hand and
power loom
weaving.

8. Hand-loom weaving resembles the English hosiery manufacture in being to a great extent a domestic employment carried on in dwelling houses or small shops attached to them, and in villages and scattered country places as well as in towns; and also in Scotland, though not in Ireland, in its tendency in large towns to be transferred to large shops or factories. In some cases these large workplaces form part of premises in which power also is used for the manufacture, and therefore fall under the factory regulations. In dwelling-house shops four looms seems the most usual number; sometimes there are only one or two or three. Several factories have from 100 up to 500, and I visited one with 300 and no power.

How far a
domestic
employment.

- Hand-loom Weaving and Hosiery.
Mr. J. E. White.
E.
Wry.
Carried on in England also.
9. As may be expected, the kinds of material used a 1 of the fabrics made very considerably in different districts. The effect of this is, while certain general features remain the same, to cause considerable difference in certain places, not merely as to the age of entering employment but even as to the classes of occupation for which there is occasion. This will be seen more in detail under the appropriate heads.
10. I may observe that, in the course of this inquiry, and from other sources, I have found reason to believe that hand-loom weaving is still carried on in certain parts of England, but I have no accurate information as to its extent or system.

L.—AGE AT WHICH CHILDREN AND YOUNG PERSONS ARE EMPLOYED.

- Children weavers.
Winders and servers.
11. The age for beginning weaving varies with the nature and width of the loom and fabric. In some kinds of work it is put at from 12 to 14, and in other lighter or easier kinds, at from 10 to 12. Some, however, have begun at 9, and in cases so exceptional as to be of no importance, except as indications of the disposition of parents to employ their children as early as is physically possible, at 8. It seems, however, to be thought that children ought not to begin younger than 12.
12. They begin to wind at from 6 years old upwards, but are not thought of much use under 8. Most discontinue it by 13. In certain needleworkers, viz., sewing sacks and handkerchiefs, some work at home at ages from 6 upwards, and a girl of 7, whom I found at work, had been at it 2 years.

II.—SEX, NUMBER OF GIRLS AND WOMEN.

- Female weavers.
13. As a rule, females are not employed in the large shops or factories, though a few are both at looms and also as winders or helpers, and many weave in small private shops; indeed, in some country places, their proportion appears considerably as excess of that of the males, who are useful for, and can earn more at out-door employments. The other home work is done chiefly, though not entirely, by females.

III.—NUMBER OF CHILDREN AND YOUNG PERSONS EMPLOYED.

- Larger large or indefinite.
West of Scotland.
Local districts.
Servers.
14. From the scattered nature of the work I am quite unable to form any estimate of the number of children and young persons engaged. In parts of Scotland the number brought up to the hand-loom is said to be rapidly diminishing, while in a district in Ireland the work is of a kind which is thought especially suitable for the young, and in which therefore many of them are engaged. But work at the loom is by no means the whole employment, winding, sewing, &c., occupying a large number.
15. The entire population engaged must be very large indeed, as, so far as I could learn by general inquiries, it is spread more or less thickly over the populous part of Scotland south-east of the Grampians from Aberdeen or at least Brechin to Ayrshire and the south-west, as well as over the district near the Tweed and towards Carlisle, and over the north-west of Ireland as far inland as Armagh. Within these limits there may be districts in which there is probably little or no work of the kind, but at any rate it prevails round a great number of centres thickly scattered over the parts of the countries referred to.
16. Dundee, and its neighbourhood for many miles northwards, is a great seat of the manufacture of coarse fabrics of flax, jute, and hemp, and the linen manufacture extends from thence at least as far north as Brechin; fine linen is also made throughout the whole of Fifeshire; near Stirling is a great woollen district; Hawick and adjoining parts are noted for tweeds; Glasgow for mixed and coloured fabrics; Paisley for shawls; and the south-west, as far as Carlisle, is also represented as still largely, though to a much less extent than formerly, occupied by hand-loom weavers. The Irish manufacture is principally of linen. Other materials, however, are woven, and in Dublin, as I am informed, a class of silk is manufactured on much the same system as in other hand-loom districts.
17. I was informed that in some poorer parts of Dundee sack servers were to be found in almost every house. In Ireland the manufacturers of Lurgan state that within a radius of a few miles from them some thousands of females from 8 years old upwards are employed in sewing linen at their homes. Of these, probably one in three may be adults, mothers employing such children as they may have suitable for the work. This proportion however is little more than a guess, and is merely stated as the only means of giving any idea of the extent of the employment.

IV.—HIRING OF CHILDREN AND YOUNG PERSONS.

- Workers boarded.
18. Those who work for manufacturers are paid by them at so much a week, or whatever the work may be. Others work merely for parents. Winders are sometimes boarded and paid a small sum in return for their work. In Ireland many are taken from the work-house for this purpose. The practice of hiring and boarding journey weavers appears to have much declined. So far as I could learn, intermediate employers between the manufacturer and the worker are extremely rare, the business when distant, being done by means of agents. There is no such class as the English bag bosses.

V.—STATE OF PLACE OF WORK.

- Spinning.
Clothing.
West of Scotland.
Wry.
Bedrooms.
19. The greater size of the looms, which measure several feet each way, does not admit of any crowding as in hosiery shops. Some of the larger workshops, however, are low and dirty, and loaded with the fluff which flies from the yarn, and many of the smaller workshops are, besides this, made with windows which do not open at all, or have only one pane which does. Many also are extremely damp, the floors being the natural soil, and water in wet weather rising in the treadle holes where the workers place their feet; having even to be hauled out. Damp air, however, it is said, enables a weaver to make better work and give greater satisfaction to his employer, and on this account less care is taken to avoid it. Looms are often in sleeping rooms, and I have been where the ground surface has been almost entirely occupied by beds and looms.

VI.—NATURE OF EMPLOYMENT.

20. Weaving, as is well known, is a sedentary employment, much of the same nature as stocking-making. In both the worker sits working a machine by treadle. The weaving machine is called a loom, the hosiery machine a frame. The work is wearisome from the monotony and confinement more than from the muscular exertion, though in working quickly this is considerable. Winders sit on a small stool and turn a light wheel with one hand, unless they are too little to reach sitting, in which case they stand.

21. Sack-sewers in the same way sit, but if they are very young have to stand to reach. One end of the sack is tied, *e.g.*, to a bed post, to tighten it out, and it takes the full swing of a small child's arm and considerable exertion to draw the large needle through the coarse material. I noticed a thick leather gale used to protect the hand. The handkerchief sewers in Ireland sit in their rooms or at their doors doing common needlework, or hemstitching, which is a great employment about Lurgan, and consist in drawing aside the threads of the fabric near the edge of the handkerchief with needle and thread at equal intervals, so as to form a kind of pattern. Children are also employed by weavers to help to fasten the threads for starting a new web; but this is only for a few hours at a time, and then, say, once a week.

22. Females, the greater part of these adults, are employed by manufacturers in warehouse-work, of the same kind as in hosiery, and also, in the case of linen sold white, in laundry work.

23. An employment much of the nature of lace clipping, and carried on by young girls under small mistresses in private houses in the same way, is found in Scotland, but has been greatly diminished by the use of clipping machines. The work is cutting off spare threads to show out the pattern woven on the loom, just as in lace.

VII.—HOURS OF WORK.

24. In some large shops or factories the weavers work the factory hours, or not more than an hour longer. In others they work from 6 a.m. till 3, and in summer till 5 p.m. Whether they can work longer depends, I am informed, on whether the foreman will consent to keep the shop open or burn gas an hour later, which seems seldom to be the case. The weavers, however, working by the piece, do not work longer than they please even within these limits. In the small dwelling house shops the usual supposed weaver's day is, in summer from 6 a.m. till dark, and in winter from 8 a.m., or rather earlier, till 9 or 10 p.m.

25. Most, however, as is the case in many of the larger shops also, do but little on Mondays, or after Saturday evening, and towards the end of the week many work longer, as till midnight, or early morning, and sometimes all night. But there seems good reason for the opinion expressed that, owing to their irregularity and loss of time, weavers on the whole do not really work anything like the hours which they profess, except to make up arrears of work, or where they must support a large family. In a shop in a large factory in Dundee, towards mid-day on Monday, out of 42 weavers I found only 10 present. In the larger shops nearly all the weavers are adults, and a large proportion in the smaller.

26. But where young weavers do work they sit the full day like the others. The length of time, however, for which they are kept at work depends chiefly on the consideration of their parents, and but little is sometimes shown. I have given particulars as to the hours of adults, because the hours of their winders, usually their wives and children, or sometimes infirm old people, necessarily depend upon them. It appears that winders, as usually employed, are able to get but little before the weavers. A man will have the winding done, as much as possible, by his own family, instead of paying strangers. It should, however, be remarked that usually the winding which the weavers have to find, is only that of the web, the warp being supplied to them by the manufacturer ready wound. But the manufacturer often gives this out to be wound by women and children in the same way, though when he has power, all or a great part of the winding is done in his factory by it. Weaving is happily distinguished from hosiery by not requiring any needlework to complete the article before it is returned to the manufacturer on Saturday, which, as shown in the English hosiery evidence, presses so hard upon the little weavers. Young children, however, are kept at work for long hours by their parents in sewing for manufacturers. The apparently unnecessary practice in Dundee of giving out work late one day to be returned next morning, naturally leads to much of it being done at night, and young children are kept at it till 9, 10, or 11, and others, it is stated, have to sew thus after returning from their full day's work.

27. In Scotland, both in weaving and hosiery, children, it is true, are often employed for only a moderate time at manual work, but the remainder is so occupied with school and the preparation of tasks, as to make a very severe day.

28. It appears to be a rule that in a time of bad trade the hours in small shops are lengthened, and they are in all cases much more irregular than in the large factory shops.

VIII.—NIGHT-WORK.

29. As shown above, the weavers' natural day, in winter lasts some hours into the night, and is occasionally prolonged through it. The manufacturers of Lurgan state that at times a system of double weaving, *i.e.*, of employing the looms all the twenty-four hours round by relays, prevails to a considerable extent; the relays being arranged according to the circumstances of the family.

IX.—MEAL-HOURS.

30. It is not usual to have stated meal-hours, but the practice seems to be to take about an hour, sometimes three-quarters, twice in the day, rather late, *viz.*, about 9 and 2, though in many cases a very scanty time is taken.

X.—HOLIDAYS.

31. A half or short day on Saturday appears usual in both weaving and hosiery, and in shops as well as warehouses. The small amount of work on Monday is already referred to. As to other holidays I made no particular inquiry, but in Scotland the fast days, I have understood, give holidays in addition to what are usual elsewhere. In one place I saw numbers of young people out on holiday from a neighbouring weaving town where it was a fast day.

Hand-loom
Weaving and
Hosiery.
—
Mr. J. E. White.
—
H.
Sedentary
work.
—
Sewing.

Warehouse
work.

Clipping.

Hours in
factories.

Longer
usual shops.

Loss of time.

The young
work as long
as adults.
Winding.

Sewing.

Work and
school.

Bad trade,
long hours.

Relays for the
twenty-four
hours.

Regular and
irregular.

XI.—TREATMENT.

32. Children usually either work at home or are in the same shop with a parent or relative, so that they are not likely to receive any improper treatment. I was not able to meet with any of the children or young persons who are stated to be boarded and employed by strangers, nor did I hear anything with regard to their treatment.

XII.—ACCIDENTS.

33. None seen possible.

XIII.—WAGES.

34. Children earn at weaving from 2s. 6d. to 3s. a week and upwards. At most kinds of common work it seems that females earn nearly the same as males, and young persons from 15 or 16, if fair workers, nearly the same as adults. Men's earnings, however, are low, and in many kinds of work, and even in a large city like Glasgow, do not average more than 8s. to 9s., and out of this there is a convenient deduction for working expenses of several kinds; often charged where rent of a loom is included. A considerable deduction for weaving in small shops, but though the factory wages at 1s. a week. These are the wages earned by weavers in small shops, but though the factory wages are higher, averaging, in a large hand-loom factory at Glasgow, 11s. 6d., the weavers prefer their own small shops. In Ireland, payment in grocery and goods instead of cash is spoken of (No. 11). In some cases, but not in all, persons engaged in the manufacture of flax and jute fabrics, from present temporary causes, earn higher wages; some women being able to earn 9s. or 10s. Some of the little weavers make 8d. or 1d. a day. Some who are boarded as winders, &c., if taken from a workhouse, are paid from 5s. to 10s. a quarter, but some are "picked up cheaper" elsewhere, or for nothing but their food.

XIV.—INFLUENCE OF EMPLOYMENT ON PHYSICAL CONDITION.

35. The principal bad physical effects attributed to the employment by a medical gentleman of large experience (No. 5), are a generally depressed state of health, scrofulous diseases, and consumption, swellings and breakings out on the legs from the long continued sitting, aggravated by the damp of the shops; the poor living also heightening the tendency of the employment. Females, he remarks, are most affected, owing to their greater weakness, and in particular to the interruption of functions peculiar to them. Weavers themselves attribute what they call "asthma," and rheumatism, to the damp of the shops, and complain of the wearisome and depressing nature of their work. Winding, if long continued, causes aching in the side and chest, and is said to make children grow up crooked if they sit at it, but I have not been able to obtain medical evidence of this fact, though there is some negative evidence the other way. A parent states that, if they stand long, it makes their legs swell.

XV.—MORAL CONDITION.

36. I did not examine a sufficient number of children and young persons to enable me to test for myself the actual state of their education generally, but there is sufficient evidence to show that it is very indifferent, and their opportunities of availing themselves of instruction small. In Scotland, many combine school with work; but a manufacturer at Hawick (No. 35) states his belief that education and moral feeling are going backwards. Parents regret the small amount of education which their children can receive. In Glasgow, the father of nine children, some grown up, a man of superior intelligence, and one who sets a high value on education, states that only two of them were ever at school, and neither for a year, but he expresses strongly, what no doubt is a general feeling, his determination not to apply for instruction for his children if it must be granted in the form of relief to a pauper (No. 42). Some others have never been at school, or in a place of worship. The early age at which work is begun, and the long hours in some parts of it, and the uncertainty and irregularity in others, and in many cases poverty, to a great extent practically cut off the young from any effectual school instruction.

37. The moral effects of a few young children of either sex working in the same shop with a number of men, and of children at an older age, though still young, being comparatively independent and able to live as well as work away from the control of home, are probably, as stated, bad.

XVI.—GENERAL REMARKS.

38. It seems probable that winding, which is the occupation at which the greatest number of the youngest children are confined, might be done to a great extent without their help by means of machinery, and it is so done to a considerable extent. This, however, would probably be convenient only where the workers are near the place where the power is employed. But it appears probable that hand-loom weaving will continue longest just in those places, viz., in the country, where the workers are scattered at a considerable distance, and that therefore in these winding will continue to be done as now.

39. There seems no doubt that the views expressed by one manufacturer (No. 35) as to the effect of the factory laws in stimulating inventions and promoting the use of means for saving children's labour are correct; and that therefore any regulations which might affect the amount of young children's labour available for their present employment would have a like effect, either directly or indirectly, by tending to a greater concentration of the business.

40. It will probably be thought worthy of notice that in two such essentially manufacturing towns as Dundee and Hawick, one also a seaport, in both of which trade is represented to be now particularly prosperous and employment full, persons with ample opportunities of judging of the advantages and disadvantages of both regulated and unregulated labour, as exhibited in these places, particularly some of the manufacturers in the latter town, express a strong opinion in favour of regulation, especially as regards the employment of children.

I have the honour to be,

Gentlemen,

Your obedient servant,

J. EDWARD WHITE.

Lincoln's Inn, June 1864.

EVIDENCE UPON THE HAND-LOOM WEAVING AND HOSIERY MANUFACTURES IN IRELAND AND SCOTLAND, COLLECTED BY Mr. J. E. WHITE.

IRELAND.

PORTADOWN.

Hand-loom
Weaving and
Hosiery.
—
Ireland.
Portadown.
—
Mr. J. E. White.

1. The place of work at which the following statement was taken, is one of several outlying country cottages, and is a specimen of such places as far as I have seen them.

2. *Thomas Egan*.—I have four looms in my house, worked by my own family, as is usually the case. There are scarcely ever more in any one place. In summer we begin at 5 or 6 a.m. and work till dark, about 8 or 9; in winter begin at 7 or daylight and work till 11 p.m. We may as well burn lights late as rise early in the morning. We are scarcely off at all for meals,—I suppose not over an hour altogether. If we take more, we either are in a hurry or must work later at night. I do this myself, and should not like it if my children did not do the same. The women cannot ferocious wash. They get a few minutes to spare now and then, but generally they must work as late. We fetch them to work just as soon as they are able,—to work just like ourselves and keep one another going. My girl above, *Mary Jane*, aged 9 years 4 months, winds constant; another of 8 can wind for one or two; and Susan, aged 7 years 2 months, has wound 6 hilt; but they are not fit for very much, especially at the fine year, which takes the most care, under 10. My children did not begin weaving till they were nearly 13, but one, aged 12, has woven handkerchiefs with me helping her. Heaps of nights we have to stop up the whole night through to get a web out, and you cannot do without a winder or some one to attend you, generally the winder. Many a one does that. I do not know whether my daughter, aged 13, has sat up all night; she is not so strong.

Many a one suffers severely from the wet; it's very bad for the stomach and bowels, and gives pale. In wet weather the water rises in the treadle holes, and we have to set the treadles higher, just as you regulate them for the little ones with their short legs.

MR. HENRY CINNAMON'S, LINES MANUFACTURER, PORTADOWN.

3. *Mr. H. Cinnamon*.—I only sell lines in the town made by weavers at their houses, and therefore employ no one on my premises. Where manufacturers sell it while they employ women and girls at their warehouses to wash and smooth it. A weaver's day in the country here is from 14 to 16 hours, viz., in summer from 5 or 6 a.m. till dark, and in winter from 8 a.m. till 11. They stick very close and take only, say, a quarter of an hour for breakfast and half an hour or only 10 or 15 minutes for dinner. Most children are in the looms by 11 or 12 years old, many by 10, and I have known it as young as 8, as the work in this district is very light, as handkerchiefs, &c., though not quite so light as the Lurgan work. As soon as they get into the work they usually work as long as the older, though some are indulged. Sometimes the weavers have to sit up working all night and day both. The winding is done by children or old people. If there are none such in the house children are hired, not to come and work by the day, at least I know none so, but to live in the house. They cannot be got from the warehouse for under 5s. a quarter and their board, but if people can pick up children from the country they get them cheaper, some giving them food only, and others perhaps 3s. or 4s. a quarter just to keep them from being naked. Children at the loom can make 2s. 6d. or 3s. a week, and for adults from 8s. to 12s. a day is the common earnings; 6s. or 7s. a week is the

But I never let the water rise for any length of time, and laid it out. As soon as the flask of water goes away the water sinks in the hole. I have sunk a "shove" round the end and side of the shop and filled it with stones, but the water still rises, so it must come from the front, as the roadway is above the level of the shop.

My house with the loom shop costs me 14d. a week, but the looms are my own, as it paid better to buy them for about 2d. each than to hire them at 2d. a week or 8s. a year. Besides this I have to find the shuttles and goss, which makes about 6s. each more. Money also is sometimes taken off. My son had 2s. taken off out of 18s. for the interest of the money, because he kept the web too long, i.e., he took five weeks to finish it when it might have been done in a fortnight. The reason was that cotton, which is used for the selvages, being so dear, the manufacturer gave bad cotton, which he knew, and the threads kept breaking so that my son got out of heart and went and wrought out a bit. I believe that we should do much better in factories, and wish that I had gone and got my family in. It would have been worth 200l. to us by now, my brother says. There is no loss of time there such as we have. There is a day lost in going to get the stuff out from the manufacturer and nearly another in putting it into the loom and starting.

The greatest loss of the business that I see is the children not getting taught. Sometimes mine go to Sunday school, sometimes they don't; they have got no proper clothes. It is very far that in factories they should be obliged to be taught.

outside, except for the very best work, at which a few get 10s. Where a loom is blind there is a drawback of 1s. a week for the wear and tear, &c. The greatest part of the looms are bought by the weavers by instalments, or, if not, are let to them at about 5s. a year.

I think that more work will come to be done by power looms, but to fine a skin (polish) cannot be put on by them as where the hand loom is used, and the weaver keeps something the machine; and also inferior and cheaper material can be worked on hand looms. Power looms require good material; if it is not good the stoppages caused by the breaking of the thread are so frequent as to take away the advantage of the power. On the whole there is not much difference in the profit in the two ways, except that as a power loom will do two webs where a hand-loom can do one, money is turned twice instead of only once in the same time.

The great difficulty with a hand-loom manufacturer is the not getting his webs returned, because most weavers weave for four or five different owners, and so keep back the work of one to do some for another. Often the webs cannot be got back without process. I have webs out now that have been out 12 months, but what good should I get by such measures? So it is lost to more trouble and expense. I have been speaking of not only this place but the district for some miles round.

Hand-loom
Weaving and
Hosiery.
—
Lough-
Portadown.
—
Mr. J. H. White.

4. *The Rev. Charles Alexander, rector of Portadown.*—(Gives the same general account as Nos. 3 and 5). There are looms in almost every cottage here. Children generally work very hard for their parents, and I have seen lights in the work-rooms very late, e.g., 12 and 1 at night. Children begin to wind at, I should say, from 6 to 8 years old, and to work at looms at from 10 to 12. Besides this, girls have to fetch the yarn from the different offices, which, in wet weather especially, is heavy and unsuitable work for them. The children, the little girls in particular, are very much cut up by the work, particularly from working on the mud floors with their feet in the damp treadle holes.

But one great mischief of the work is that none

5. *Alexander Braden, M.D., and M.R.C.S., &c., medical officer of the Portadown Dispensary.*—For more than 30 years I have been the official medical attendant of the poor in this district, which comprises a population of, I believe, full 16,000 persons, more than half of whom are scattered over a wide extent of country. There are three steam factories here, but with this exception the employment of nearly all the working classes is weaving linen on hand looms; which is carried on in winter even by the families of farmers and those who at other seasons are engaged on the land. I believe that no country district in the kingdom is so largely engaged in hand loom weaving as this immediate neighbourhood. My experience decidedly is that the occupation as carried on tends to depress the health and to produce scurvy diseases of the joints, consumption, and other complaints. Many persons cannot continue the employment, and I am often obliged to tell people to give it up. The prevalence of some of the diseases is attributable no doubt in part to poverty and the want of proper food and care, but, I think, only in part. I was formerly in an entirely agricultural district where the earnings of the working classes were less than they are here. Apart from the habits of life and employment there is nothing in the nature of the district itself calculated to make consumption common. It is not so amongst those who are better off and can take more care of themselves. The neighbourhood, though low, is in itself wholesome, I should say, and there are some very long-lived people in it. The health of females suffers most; their system is in itself weaker and less able to withstand injurious influences, but I have particularly noticed one effect of weaving to be an interruption of the functions natural to their sex; and this when it happens is a first step towards undermining their constitution. The women of this neighbourhood feel that the work is bad for them and express themselves so. Their habit of living so much upon tea is also bad for them; more vegetable food would answer much better. Nor do weavers ever run to risk as agriculturists sometimes will; indeed you hardly ever see a weaver fat or muscular. One inconvenience from which they very frequently suffer is swellings and breakings out on the legs, resulting from the coldness of the limbs consequent upon long continued sitting, often increased by the dampness of the floors, which spreads a general festering

but the very youngest children, almost infants, make kept at school. For, I should say, are over 10. I know of scarcely any school where they get up to the first-class grade. Those who do come are on and off and very irregular. It is only the children of the richer farmers who can be said to stay. The children become very independent from working so early, and if fault is found with them will often hire a loom and work away from home. It was very much the custom for farmers to be a kind of manufacturers also, engaging hands to do their farm work, with a stipulation that in certain parts of the year they should work at looms for them, but this is much gone out. The looms are sometimes let by the manufacturer, sometimes bought by the weavers.

of dampness over the legs. Water very often rises and stands in the treadle holes beneath their feet. When I ask what has caused such and such symptoms, it is a common answer, "Indeed, Sir, it's sitting over a damp treadle-hole." Though a damp air is of course bad for their health, the yarn does not stir so much in it, and they say that they can make better work and please the manufacturer better, so they are less anxious to avoid it. The country here is very flat, and till an alteration in the level of the river and large neighbouring lake (Lough Neagh), some few years ago, was so little above the level of this and the river that in the winter months flats of several square miles were under water, which is now scarcely ever the case. I was consulted as to my opinion before the drainage and as to my experience a couple of years after it, when on looking at my books I found that the yearly fever cases were reduced to about a-third, and this reduction seems permanent and likely to be so.

Children are employed at winding, but not under 9 years of age, I think, and after two or three years are put to the loom. There are very few cases of spinal disease; if it were often caused by the winding position it must have attracted my notice, which it has not. Probably their position is not retained consistently enough to produce any effect of this kind. I should say, too, that children are not kept at the looms for very long hours, but others, including growing up young women, are often most diligent, and work much at night. When I am out I have often seen lights in the workrooms at 6 o'clock in a winter morning, and these same people will work on till 11 and 12 at night.

It is not only at home that young people work. They will often leave their father and mother and work at "delt," i.e., beard and live, with some other person. This particular district did a great American trade, and has suffered accordingly; men tell me that they cannot now make more than 1s. or 1s. 2d. a day, though formerly families made between them from 25s. to 30s. a week. So much work is now done so cheaply in the factories, and it is probable that all will be. This, however, will, I think, be rather an injury than a benefit to the health of the workers, at least according to the plan followed here, where young boys and girls have to work three hours before breakfast leaving home unfed and ill clad, as they are, so early on cold mornings.

LOUGHGALL.

Loughgall.

6. This place, a few miles from Armagh, and called, I was told, "the Garden of Ireland," probably gives a favourable specimen of an Irish country weaving district. The village has a general appearance of comfort, and the refreshment rooms, provided, I was told, by the owner of the principal estate for the use of the poorer classes, seem to show that their welfare is studied. The reputed weaver's day, too, seems shorter than elsewhere. But the details which I obtained in visiting weaver's houses, both in the village and outlying, show that both the hours of work and the ages at which it is begun are frequently less favourable to the young than would be inferred from the statement No. 11; which indeed is only what I have usually found in comparing general opinions expressed by persons in respectable positions with the facts ascertained on more minute inquiry from the workers.

7. *Annie Collins.*—My son and daughter here, now 17 and 12, began weaving when about 10. Indeed they are up much later at night than they ought to

be, and have no stated hours. They begin work at about 6 a.m. in summer, and lose no time, and leave off at 6, 7, or 8 p.m., sometimes at 11 or 12, and

many a time, if there is necessity, work all night; but they have not kept so close to it this half year back, as wages are higher, and they can afford to spare more time. In winter they would have to sit till 8, which is the proper time, but many a time, even last winter, my daughter was at work till 10 or 11, in fact had to sit till the work was finished. I wind for them. At one time they went to a manufacturer's to wind the warp for him.

There are plenty of poor children here who have to begin winding at between 6 and 7 years old as

mine had, and to work at it all day, as they cannot be spared; they may perhaps get a run, but if they do, it throws the weaver behind. An older winder might get a little before hand. One loom is enough for one to wind for a constant. I had a little one, only 6 years old, that could not sit on the stool, but had to stand to reach the wheel. At whatever time the weaver had done the winder would have done too, but could not give over before. You heard no complaint from them. They might say that they were tired, but you were obliged to keep them to it.

Hand-loom
Weaving and
Hosiery.

—Ireland.

Longwalk.

Mr. J. E. White.

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8. *John Fay*, hand-loom weaver.—My boy John, now 6 years and 8 months old has just begun winding for me. Children do begin at about 6 years old. He is lazy now, but by when he is 8 he will be able to keep me going entirely, and when he can I shall make

8. The boy above-named was not actually winding when I entered, but at my request he went to the wheel and wound a "pina" with speed and fairly even. In a small farm-house, a girl of 18 weaves, and her sister aged 7 winds for seven or eight hours a day. In several houses the looms were in bed rooms, and one room, in which a woman was weaving and another winding, had three beds in it.

10. *William Graham*, hand-loom weaver.—Most of the weavers here work about 12 hours a day, and those who work longest, 14. I could find them weaving at 10 years old at the present time, girls and boys both. The web is easier done than it was, and they can learn in a month; formerly it was much longer. Children work the same day as we, but for myself it is just on and off for meals as hard as I can, but the younger ones get perhaps half an hour twice in the day. Some girls will work on till 11 at night, and lose time and have to pull it up, and for dress they will work harder than the men.

My boy Albert, now 10, has wound for me for two years. It takes him about half all day to keep up with me, and I cannot say he is off at all, except just for breakfast and dinner, and perhaps to carry a can of water. If he is away at all I have to wind for myself. I have seen them winding as young as 7, but it is too much for them. They have to stand the whole blessed day because they cannot reach sitting.

11. *Mr. W. Ballagay*.—I have been built of a large estate here for 35 years, and am engaged in the same way for other properties spreading over the country for five miles round and in some directions much farther, and have a large farm of my own. I also collect the rates for three divisions of the Armagh Union. I am thus probably better acquainted with the district than any man in the neighbourhood.

Hand-loom weaving of coarse linen is carried on over the whole district, as well in the scattered farms and cottages as in the villages. There are just one, two, or three looms in a house, at most four, which are either in a dwelling room or a shop set apart for the purpose, but there are no larger shops. The rest of a cottage with one or two looms, kitchen, sleeping room, and garden is from 30s. to 26s. a year. A good usable loom can be bought for 12s. and one will sell the other day for 12s. at a private sale. The work instead of diminishing has increased of late owing to the decrease of cotton and the consequent increase of wages in linen weaving. Some employers carry on businesses both as farmers and manufacturers and some also keep shops. The weavers are paid not only in money but also in flour, meal, and such other necessities as they may stand in need of for their house, e.g., tea, sugar, grocery, drapery, &c. If a cottager is strong he owes his loom himself; if not, he is supplied with them by the manufacturer at a rent of 6s. or 7s. a year each. One manufacturer has 800 looms scattered over the district in this way.

More girls than boys weave, because boys are of more use out of doors. They begin nicely at from 12 to 14 years of age, but neither are fit for the work before that. Some however begin as young as 10.

him. For my work it would take a child of 8 or a woman as long to wind for me as me to weave. In a day of from 6 a.m. till 7 p.m. I could make 12. 6d. now.

There is plenty of the little ones that swell in the legs from the constant standing. The yarn cuts their fingers in passing quickly over them. Indeed, it is very thing work, weaving. You're all go, not a bone of your body as is not. I could wring my shirt out if I've been any way to call weaving. I have often seen them having a pain in the shoulder. I have one which came upon me when a boy. I am certain that I was not more than 11 when I began. It is not rheumatism, but pain from heavy weaving. It has never really left me, though I have been at out-door work for 15 or 16 years, and only lately returned to weaving as my wife is ill and cannot mind the children. It would take heavy work for me to make 8d. a day, though I could make two and a half loose webs like this, i.e., 200 yards, in a week.

My boy who winds has not been at school ever and does not go on Sunday, but I will do him out for it if I can. Children or infirm people do the winding, or if there are none in the family, boys or girls are got from the workhouse for the purpose, and are in such request that many farmers who apply for them there cannot get them. They are not allowed to leave the workhouse till 12 years old, as they are kept at school till then. They have a suit of clothes given them at leaving the workhouse, and are fed and boarded where they live, and paid 8s. or 10s. a quarter, which is about the regular fee. Other children begin to wind at eight years old. The winders cannot get before the looms, and it requires them to be very attentive to keep close up with them.

Weavers begin in summer at about 8 a.m., or some, who are greedy or have large families, at 6, and work till evening, say 6; and in winter work from 8 a.m. till 9 or 10 p.m. They do not work long days here. There are great opportunities of schooling in this neighbourhood, and great attention is paid to children, but of course as soon as they begin to wind they cannot go to day school, though they go on Sunday. All the linen weaving districts are very prosperous now, and people can live much more comfortably by weaving than by small farming. It was used for weavers to go out to work in summer, but now even those who formerly were begging for labour cannot be fostered out. Men are very scarce and cannot be got for public works such as road cutting, &c., under 8s. or 9s. a week. A good weaver can make 1s. 6d. a day and a woman or girl as much as a man. These or four years ago not more than half that amount could be earned. I know of no distress; people are not leaving, and he must be a very lazy person who is in want.

Hand-loom
Weaving and
Dyeing.

Ireland.
Lurgan.

Mr. J. E. White.

LURGAN.

12. Lurgan is a thriving town about 20 miles to the south of Belfast, and the centre of one of the principal hand-loom weaving districts in Ireland. This district is the seat of the cambric manufacture, embracing, as I am informed by one of the principal manufacturers engaged in it, "nearly all, or nineteen-twentieths of the entire manufacture of that fabric," and other fabrics, such as damasks and chieftis, are also made. The small looms in use for much of the work are of course more suited for children, and they are employed in weaving at an early age. By the kind arrangement of Mr. J. Hancock, a magistrate, of Lurgan, to whom I am much indebted for his assistance in this and other ways, several gentlemen engaged in or connected with the linen manufacture of the district, including two of the principal manufacturers, Mr. John Henning and Mr. Watson, to both of whom I had been previously introduced, met me in Lurgan on the 19th of May (1864) for the purpose of learning from me the objects of this inquiry and imparting to me such information as might be in their power. The results of what passed at this meeting are contained in the subjoined statement (No. 12) drawn up from minutes read over by me at the time to the gentlemen present and approved of by them. It may therefore be taken as embodying a considerable amount of practical experience. Of course the details were supplied some by one person, some by another, but if any statement was made as to which any gentleman appeared to entertain a doubt, the point was discussed, and the general conclusion taken. I should add that I afterwards returned the statement when fully written out, as well as the preceding portion of this paragraph, to Mr. J. Henning, with a request that he would point out any correction which he might consider necessary, and would submit the paper to any other of the gentlemen from whom the information was obtained, if he thought desirable or had opportunity. In a letter, a part of which is given in No. 14, he stated that he thought that the figure which I had put for the ratio of hand-loom to power-loom workers was much too low, and I have therefore substituted a general expression and given his figures separately. He adds that a statement as to a late rise of wages, which I have now omitted as unimportant, did not appear correct. These are the only exceptions to which his letter refers, but as it enters somewhat into detail, it is convenient to merely point out the exceptions as above and give the remainder only of the letter.

13. Statement by Manufacturers of Lurgan.—

The district of which Lurgan is the centre extends over the country for eight or nine miles round. In this district the number of persons employed on hand-loom is several times larger than that of those employed on power-loom. It is the general opinion that in the course of time hand-loom will be superseded here by power, but hand-loom weaving will form a considerable employment for many years to come, and particularly in this district, in which the work is of a kind more suited for the young than in any other. As their labour is of course cheaper, power cannot compete with the same advantage as in other kinds of work in which more skill and strength are required. There are also certain kinds of work, such as damask and some very fine fabrics, the manufacture of which power has not yet been as well adapted to the hand-loom is. Hand-loom also are better suited for working up materials not strong enough to be worked with advantage by power. Much of the work of the district has now become of a kind even more suited for the young than it was, and consequently children are employed in weaving at a younger age.

With a few exceptions, in which the work is of a kind on which the young are not employed at all, the looms are entirely in the cottages of the weavers, and, as a general rule, belong to them, and are worked by their families. A loom of the common kind can be bought for from 15s. or a guinea up to, if new, something over 2l. Several hand-loom factories or shops were tried some years ago, but owing to the trouble of inspection, or some other reason, were not found to answer, and have been given up, so that the practice is not likely to be revived.

Children on the average begin to work at the looms at 11* years old, but some begin younger, as at 10 and 9, and even at 8 has been known. They are not, however, properly fit before 12. They begin to wind on the average at 8 years old, but some begin at 6 and 7. One wonder can wind for say two looms, but this depends on the fineness of the materials. Some weavers do their own winding. The age at which a child goes to the loom depends a great deal upon how soon he or she can be spared from the winding, owing to the coming up of other children, &c.

The usual weaver's day is from 6 a.m. till 8 p.m. in summer, and from 8 a.m. till 9 or 10 p.m. in

winter. At odd times, perhaps once a week, it is longer. They will be off the loom about an hour and a half in the day for meals, &c. Generally as wages sink the hours of work are lengthened, so as to make up the deficiency. In a bad time, such, for instance, as there was two years ago, the looms are kept going all the 24 hours round by means of relays. The division of the hours would depend upon the capabilities of the workers. At some other times, too, such as before rent is due, or when money is much needed for any purpose, this double weaving prevails to a considerable extent, the weavers taking it work from more than one manufacturer at a time. It should be counteracted as far as possible by manufacturers taking care that the weaver whom they employ is not taking work for any one else at the same time.

In good times the earnings are from 6s. or 6s. 6d. to 12s. a week, and in dull times down as low as 5s. From 6s. to 8s., however, are fair earnings for an adult. At many kinds of work intelligent girls can earn as much as men, and generally speaking most young people by 16, and some by 14, can earn as much as adults, and there is little if any difference between the earnings of females and males.

Journeymen go to board in a stranger's house to work, and both girls and boys do the same, though fewer of the former, and pay a small weekly sum for their board and looms. Many small farmers employ persons on weaving.

In addition to these employments there are within a radius of a few miles from here some thousands of females of from 8 years old upwards employed in plain sewing and stitching the linen for basket-makers, &c. This is entirely a home employment. It is not so counting as winding, as the workers can come out and sit at the door if they please. Good workers can make from 4s. to 6s. a week at it, and children, say, 2s. 6d.

In some cases the children who sew work at it all day, but it is more general for them to go to school for part of it, and some of these who wind do the same; but when any go to the loom they stop school.

Manufacturers employ persons in their warehouses or premises in getting up linen, and in examining and folding up in lapping rooms, and one or two miscellaneous employments, but very few of these

* One manufacturer thought that 12 was the more usual age for going to a loom, another 10, but the more general opinion appeared to be in favour of 11.—J. E. W.

persons are under 18 years of age, and none under 13. This list of 30 persons so employed by one linen manufacturer here [Mr. A. J. W. J.] gives a fair specimen of the usual proportion and ages of males and females, and of the nature of their occupation in places of a like kind. It is as follows:—In the wash-house, 2 adult females; in the smoothing room, 9 females, the youngest of them 17, and most under 25; in the lapping room, 7 females, of about the same ages, but one only 14; and an adult female winder. The remainder are males engaged in wringing, lapping, and in the offices, including three apprentices and a carpenter's boy, the remainder all adults.

Ballymena, about 30 miles north-west of Belfast, is one of the largest linen markets in Ireland, and is the centre of another great hand-loom weaving district, in which, though the character of the linen made is different from that of the Lurgan district, the system of the employment as to work-places, hours, &c., is precisely the same.

15. *Andrew McIn, age 16.*—Wrote in a house shop from 6 a.m. till dark in summer, and from 7 or 8 a.m. till about 9 p.m. in winter; am off about 2 hours in the day for meals, &c. Sometimes we are much later when in a hurry for office days, &c., till 12 p.m. or all night. Do not work late like this more than two or three nights in a week. Earn about 2s. a week, which is about the average at this kind of work, viz., coarse handkerchiefs.

16. *Dromore* is a small town about 8 miles or so from Lurgan, towards the east. The girls spoken of (Nos. 17 and 18) were sitting with their mothers on the ground at the door of their homes, "femstitching" pocket handkerchiefs. Girls and women are constantly seen so employed, either withinside or at the door, in passing the houses of the poor in Lurgan, and in the country for some miles round. The girl first mentioned was a pale young child, and in the opinion of a gentleman, a manufacturer, who was with me, as well as in my own, with the appearance of only a child of 5; but the mother assured us that she was over 7, so that her appearance may have been owing to her being stunted or deformed. From the quickness with which she was sewing the same work, indeed part of the same handkerchief, as her mother, it was evident that she was a practised worker.

17. *Margaret Bullock.*—My little girl here, now 7 years old, has sewed for two years. She begins at 8 in the morning and leaves off at 7 in the evening, and can do three handkerchiefs in a day, but she is on and off. She is a very little delicate thing.

18. *Mary McArdly.*—Roberts, here, my child, now 11, has sewed for three years. She sews from

14. *Extract from a Letter from Mr. J. Henning relating to the preceding statement.*

"Dear Sir,—I am of opinion that there are not less than 20 (i.e. employed by hand looms) to 1 (i.e. employed by power looms) within the district, [I had written '5 to 1.'—J. E. W.] there being two power loom factories within the area, and there do not employ more than 400 hands in connection with weaving by power through all the processes of the manufacture." [Here follows the exception as to fluctuation of wages, and in some kinds he mentions actual or probable increases.—J. E. W.]—I have shown your paper (which I have carefully read over) to Mr. Hancock and some other friends conversant with the subject, and I now feel confident that with the few suggestions I have offered you may submit your report with the greatest confidence as being truthful even to details."

"I am, &c.
"J. Edward White, Esq." "JOHN HANCOCK."

WARINGSTOWN.

[In this village, which is near Lurgan, I visited also the warehouse premises of Mr. J. Henning and found the employment carried on just as described in the statement No. 15. With the exception of the washing and smoothing, it is of the same kind as that described in the English hosiery warehouses.]

DROMORE.

8 in the morning till 9 at night, never more than an hour later than that. She can sew four handkerchiefs in a day, which earns 3d., as we are 9d. a dozen. Another of them, now 9, has only just begun. My children don't go to school, and none of them can read.

NEWTOWARDS.

19. *Rev. J. G. Foster, incumbent of Newtownards.*—Hand-loom weaving of woollen and of coloured cotton, but not of linen, is the staple employment of this town, which has a population of nearly 10,000. [It is about 14 miles east or south-east of Belfast.—J. E. W.] There are no factories or large shops, three or four being the largest number of looms to be found in any one place. They are usually in the dwelling house, the shop as they call it, in which the weaver works, forming part of the house. Sometimes the weaver lets a loom, should he have one unoccupied, to others who have none, or who prefer the independence of working away from home, as young people sometimes do. A range of such houses, each with a loom shop, has been lately built here by the agent of a manufacturer. The number of weavers remains as large as it was, but they earn less.

As a class weavers are very independent and work irregularly—it may be said that they make about five days in a week. They do little on Monday beyond getting out the yarn, and but little after Saturday morning, when they usually take their work in. Some indeed make up time by working all hours, so to say. I have seen lights in weavers' work-rooms at any hour through the night up till daylight again; but this would probably be rare only. When children begin to work at the looms they work short days at

first. I hear the parents speak of this. The younger children wind yarn till they are 8½ to work at the looms. The system of work was just the same in two other parishes in which I was engaged; one a small village near here, the other Hillsborough, an important village in a great hand loom weaving district about ten miles to the south from Belfast.

The work interferes a good deal with school attendance, but more in winter than in summer, when many of the weavers are at out of doors work and do not need any winding. All schools in the place are, I believe, in much the same condition as my own in this respect. Few children stay at school after the age of 13, and the number begins to fall off after the age of 11. Those who do come attend very irregularly. The lists at my schools are revised every month, the names of those who have not attended in the previous month being struck off; but even so, out of my 104 girls on the average, only 86 attend, though, after due allowance for sickness and other accidental circumstances, there should be as many as 92. Out of 114 boys the average attendance is not more than 80. If it were not for the Sunday schools very few of the poorest class of children in the place would learn to read, and as to writing I should say that half of those whom I never make their mark.

Hand-loom
Weaving and
Hosiery.
Ireland.
Balbriggan.
J. J. E. White.

20. Mr. H. A. Appleford, Sackville Street, Dublin.—I am a hosiery manufacturer at Balbriggan. The peculiarity of Balbriggan hosiery is only in the material used. It is the only place in Ireland in which any hosiery is made, at least to be worth mentioning. There are about 100 frames there, chiefly in the men's cottages, though there are one or two shops. I know the English hosiery districts, and the work here is much the same. The usual day is long, viz., about 14 hours; but, so often in other trades, Monday goes; perhaps one in ten is at work. The work is returned to the manufacturer on Saturday. They work what hours they like, all right if they please, even when in

BALBRIGGAN.

a shop, as they do in mine. At stated times, as before Christmas, they do work all night. When they do so they must have the windows up too. The men's children are employed at this and earning from 7 or 8 years old.

There is a considerable amount of hand-loom weaving of tabbies, coach linings, &c., carried on in Dublin, and I believe much on the same plan.

[I received also from the incumbent of Balbriggan a short account, agreeing as far as it went, with the above.]

SCOTLAND.

HAWICK.

MR. WM. ELLIOTT'S, HOSIERY MANUFACTURER.

Scotland.
Hawick.

21. Mr. James Elliot.—My father is the largest hand frame hosiery manufacturer in Scotland. We have lately brought in the greater portion of our frames from houses and outshops into our own premises, and this is the general tendency here, and as I understand at Dumfries also. There are, however, still several small shops in this town with only six or eight frames or so, but few frames now actually in dwelling rooms, though these used to be a good many. We like having the workers all together, because we can keep more control over them and keep the men better from drinking &c. We mean to use hand frames, because we see no advantage in power, and machinery is very apt to get out of order.

In our workshops the hours are from 5 a.m. till 8 p.m. in summer, and from 6 a.m. till 9 p.m. in winter, and till 2 p.m. on Saturday, and the people please themselves as to meals, and may perhaps go out two or three hours. Stocking makers like to work longer hours than are usual among the hand-loom weavers in the town, viz., from 6 a.m. till 7 p.m. at the longest. The best workers work steadily all through the week, but to do this they must be very strong men and they get very high wages. Many, however, work much less, and on Monday I should think that about half the stocking-makers are at work. None are females, but females work in frames at their homes. At small places the work is very irregular.

The only children who work here are winders, but as they are employed by the stocking-makers and come and go very irregularly it is impossible to give any particulars with regard to them. One is perhaps there for an hour or so and not back again for a week, if at all. But, taking what I consider a proportionate number for the frames employed, I estimate them at 51 males and ten females, of ages ranging say from 11 to 13.

The females in the warehouse use sewing machines, mend with the needle, &c., and are from 14 or 15 years of age upwards, most of them grown up.

22. John Fawcett, Foreman of the workshops.—The factory, all except two small shops, has been built only two years; before this the frames were over the town. There are 270 frames and 41 winding wheels in it, 20 of the wheels in one shop. Females are not allowed at frames in those shops, but in houses probably about half are females. The usual age here for beginning to work at a frame is from 12 to 14, but there are children who begin very young, many as young as 10, but none younger; they come on very quickly, so as to do regular work.

23. David Sanderson, age (about 187).—Three girls fetch me wind in this shop, and about 6 boys too. I come now at 7 a.m. breakfasting first, and leave at 6 p.m., and then come at home till about 9, and on Friday and Saturday begin working at 6 a.m. Take dinner here between 2 and 3. Wind for father and two other men; don't know who winds for them

after I am gone in the evening. The two men whistles give me in. The youngest girl who winds is, here, now away, who is about 8 years old, came at 7 a.m., whistles at 8, and winds till 9½ a.m. when she goes to school till 4 p.m., coming here however at her meal time, i.e., from 1 till 2. She comes here again about 5 or 6 p.m. and winds till the shop shuts. The other girls go to school and wind for about the same times. Last winter I used to hide with them here till 9 in the evening, when the shop shuts then. Whistles I am very tired, most in the arm.

24. Colin Rae, age 11.—Wind for six men. Come now between 6 and 7 a.m. and leave at 8 p.m.; in winter come at 8 a.m. and stay till 9 p.m. Am away about three quarters of an hour twice a day for meals. Earn between 3s. and 4s. a week. Began winding at 8 years old at a shop where there were ten frames and just me and another child to wind. We worked the same hours as here, but sometimes stayed till 10, as on Thursday and Friday nights. Worked the same full hours when I first began there. Was very tired.

Can read and write: learned when I was a little wee child.

25. Robert Wilson, age 11.—Have wound here for three years. Wind for one man but father, but come at 6 a.m. and stay till 8 p.m., and in winter till 9. Wound in a little shop when going 7; went at 7 or 8 a.m. and never stayed after 6 p.m. and went at 2 to dinner.

When I go home at nights I learn some lessons, and read the Bible, but cannot without spelling.

26. Robert Bell, age 12.—Began winding for mother at home five years ago, and went to a shop when about 10. Wind here for six men. Come go out very long; you have to keep them in turn.

27. May Bell, age 7.—Wind here for father. Came this morning at 10 and will go to dinner at 2 and come back again. Will be here in the forenoon tomorrow, and after dinner keep the horses; that's the way.

28. David Murray, age 14.—At a frame four years. Work (the stated 15 hours). Go to breakfast from 9 till 10 and so dinner from 2 till 3; they come to the shop with some tea for me. Dinner go home so much of a Friday, about an hour altogether. Whistles some stops here all day. About 10s. or 11s. is the regular thing for me to get in a week, but 8s. comes off for rent, coaling, &c. (Roads).

29. Thomas Leitch, grand-father of last witness.—This is quite a proper inquiry. I wish you would take the thing up and make us work shorter hours. It is a wearisome job, there is so much nonsense in it. There is nothing regular about the winders.

[An old stocking-maker, who began at a frame in the last century, viz. 1793, wished me to state this, and that he had "never applied to the poor-house for one halfpenny."]]

MR. JOHN LAING'S, HOSIERY MANUFACTURER.

30. *Mr. John Laing.*—I manufacture hosiery by power and have also some hand frames, but very few boys are employed in connection with these. The three youngest are winders from 10 to 13 years old. At 13 winders usually leave and go into trades. At the hand frames all work from 8 a.m. till 8 p.m., with no special time for meals. No hosiery factory has shorter hours than these, though there are longer, nor is it usual to have any fixed amount of time for meals. The children must work as long as the men. The sooner there is a special hour for all these classes of workers, the better. If they were fixed for the boys the men would no doubt conform to them also. I consider that 10 hours a day is as much as any man can work properly.

The population of Hawick is about 12,000, and the working classes nearly all employed in the hosiery and tweed manufactures. The hosiery is nearly all woollen, and there are about 1,600 hand frames in the town, many of them still in small shops or the stocking makers' houses, but of late the tendency has been to take them into large shops or factories, in which the greater number now are. The larger the shop the better, as it must be under some system and the hours therefore more regular. In the small shops and houses the men get out the yarn on Monday, do but little on Tuesday, and work late on Thursday and Friday nights up till 10, 11, and 12 o'clock, as the work must be ready on Saturday in time to get the wages, which are all paid by 2 o'clock. Some of

the seaming, therefore, which the men got done by their own families or neighbours, must continue at least as late as stocking makers' work, but I do not think that children begin seaming under 8 years old here. I give out "trimming," i.e. needlework, such as sewing on bands, buttons, &c., usually to about 50 females, every afternoon or evening to be brought back at the same hour next day, and also employ a few females, all grown up or nearly so, on my premises in mending and finishing. The winding is usually done in the larger shops, but a few stocking makers get it done at home. All wages are paid at a fixed rate according to a scale agreed upon between the manufacturers and workers of Hawick, and even the price to be paid for the seaming, &c., is fixed at a certain proportion of the stocking makers' wages. I am familiar with the Nottinghamshire and Leicestershire hosiery districts. The system of work here is precisely the same in every respect, except that the intermediate class of employees, called there bag makers, does not exist in Scotland, but the stocking makers work directly for the manufacturer, which is greatly to the advantage of the workpeople.

I am the only manufacturer here that makes fashioned, i.e., properly shaped, hosiery by power to any extent,* though one firm make straight hosiery by power. The general impression of other manufacturers, I believe, is that the hosiery of this place, which is nearly all woollen, will continue to be made by hand frames.

MESSRS. NIXON AND McKIE'S, HOSIERY MANUFACTURERS.

31. The system of the hand frame hosiery manufacture carried on by this firm corresponds precisely with that just described, which, as I understand, is the same as that of all the manufacturers in the town. The hours of the females in the warehouse are from 6 a.m. till 6½ p.m. and till 2½ on Saturday, with two hours for meals, and the women get away for a quarter of an hour at 12 also.

32. *Mr. McKie.*—Our shops are open from 6 a.m. till 8 p.m., within which limits the men make their own time. They were open till 9 p.m., but the men themselves wished it altered to 8, which is a step in the right direction. We never had females at work in a frame, and should think it a disgrace to do so. The frames out in small shops generally belong to the manufacturers, and a rent of 1s. a week is paid.

I am satisfied that lambswool hosiery, the kind chiefly made in Hawick, will continue to be made on hand frames for many years of any rate. Power has been applied pretty successfully to silk and

merino hosiery, but for woollen there is no imitation yet equal to the hand-frame for cheapness and goodness of work.

In Dumfries, the only other hosiery district in Scotland of any importance, and of which I am a native, there is no difference whatever as regards the system of work, except that I believe more trimming is done in warehouses and therefore more females employed in them, than here.

As the hosiery manufacture is, I think, that there is no occasion for the Legislature to interfere with it, and that it would be as well to let it alone.

33. *George Shield.*—Stocking maker in a cottage six frame shop (Waddle's) and have worked in six of about the same, which is the most usual, size. In small shops generally stocking makers work in summer from 6 a.m. or sometimes 5½ till 8 p.m. and in winter from between 7 and 8 a.m. till between 9 and 10 p.m. Friday we generally work till 10 p.m. here. Some work till 11, some the length of 12, and I have known some work all night, as I have done myself, but it was my own

fault for not getting on in the free part of the week. I weigh in on Saturday and do not weigh out the yarn till Tuesday, but all do not have always just the same days. Have generally enough left to serve for Monday. With narrow frames you like to wind your own yarn. A child of 8 is as young as ever I saw winding in a small shop. There are about 900 hosiery hand frames in the town at work and 200 or 300 not at work.

34. *Isabella Watt.*—My husband is a stocking maker from Hincley. We like to keep the seaming in the family and the winding the same. The pay for seaming is 1d. in the lb. earned by the stocking maker. If he likes to give more he may. Have seen no when I could make 8s. a week at it. The seaming must be done particularly, and if it is not done well enough it is put back to you, so that 8 is

as quick as any child can do it for a regular thing. My daughter, 16, seems after she comes home from work. Can tell you it tries my poor eyes pretty well. The best of this place is plenty of hard work; it is a good thing, but it makes old men and old women before their time.

[Lives in a cellar room.]

MESSRS. DICKSON AND LAING'S, WOOLLEN MANUFACTURERS.

35. *Mr. Walter Laing.*—We manufacture tweed by hand-looms, but the shops stand within the gates of our factory, in which we use power for the same

purpose, and within the last two years the Factory Inspector called our attention to the fact that consequently the hand-loom department fell under the

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c.

* It is represented that this arises from a difference in the material used, merino being better for the purpose than woollen.—J. E. W.

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Weaving and
Hosiery.
—
Sunderland.
Newick.
Mr. J. E. White.

factory regulations. This is, I believe, the case with most of the hand-loom shops in the town. It makes, however, but little difference. The weavers are nearly always men, the town having generally a full supply of them from other places where work is less paid, without any need of teaching apprentices, and the winding being done by machinery or by women in mills; but, though men, they are different in habits from the stocking makers, and only work about the factory hours unless there is an occasional press of business. Till that time children were employed by the men to "give in webs," i.e., help by handing yarn to start the web, which made perhaps three or four hours work for each weaver once a week. The chief woollen district is about Stirling and Clackmannan, where there are many looms not in factories.

The state of education here is much below what it was, and there is not so good a moral feeling. Formerly any parent not sending his children to school was thought very badly of, but now this feeling, though it remains more in the country districts round here, is very much passing away in the town, where I should think that half now are not educated. This was begun in the first instance, I think, by the numbers of strangers imported here, who were less particular on the point than the original Scotch

population. Children have been so rarely, if ever, employed in the many factories here as half timers, that they have not got the benefit of the factory education. The cause of half-timers not having been employed is, I think, merely that there has not really been any great demand for them. So much that was done by the children is now done by machinery. It is true that machinery would probably have improved in any case, but there can be no doubt that the Factory Act gave a great stimulus to the inventions for saving labour. It turned the attention of people to these points at the time, and this led to the discovery of the schemes which were afterwards taken out.

With the advent of machinery now being brought into use there will be still greater want of educated men in the country to attend to it. As parents are so careless of their children's education, I think that it would be a very good thing to require some test of education as a condition of employment at all. I think that the Factory Acts should be extended to all employments. I can see no reason why they should not. There is no much necessity for them as regards the workers, and mills are more healthy than workshops generally are. If, however, the half-time age were fixed at 12 instead of 13, it would be very much more strictly kept to than it is.

MEMBER WM. LAIDLER & SONS', MANUFACTURERS.

36. Mr. Thomas Laidler.—We have three shops for hand-loom weavers and one for stocking makers, distinct from our power factory, as well as employing some frames scattered in dwelling houses and small shops. We are concentrating the work as much as possible on our own premises, as it gives us more control over the workers. My own opinion is that it would be good to extend the factory rules to all factories where children are employed, and would not impede the work. It is highly necessary as the hosiery manufacture is carried on about Nottingham and Leicester. We find no harm in the rules at all, and think that they give quite as much time as children ought to work. I think that things could not be better than they are in factories, and that the Factory Act was a very wise arrangement.

There is much the same amount of hand-loom weaving here that there was, notwithstanding the

increase of power factories, the hand-loom being useful to do the work for which there are not yet enough factories. But my opinion is that hand-loom weaving will divide away. For weaving all manufacturers prefer power; but hand frames for hosiery will remain, as there is not sufficient gain in using steam to make the change pay.

The few winders are employed by the stocking makers and are all under 15. We have ordered the shops to be shut up for meals at the same hours as the mill, and I believe that the men could finish their work by 7 p.m., but we are obliged to give them till 8. They take the Mondays. At the hand-loom children help the weavers for three hours or so now and then, giving in the yarn to the weavers to draw through the "heddles" when starting a web.

I should approve entirely of the factory hours for the females in the warehouses and every one.

MEMBER WM. WATSON & SONS', WOOLLEN MANUFACTURERS.

37. Mr. Robert Watson.—We have a hand-loom shop distinct from our power factory, but the men never work longer than from 6 a.m. till 7 p.m. Children only help on it occasionally for a few hours. The men get their own winding done, or sometimes

we do it in the spinning. There are about 20 women, boys, and girls in the warehouse looking over and mending the webs, taking out knots, drawing in threads, &c., but they keep the same hours as the factory.

MEMBER WILSON AND ARMISTEAD'S, WOOLLEN MANUFACTURERS.

38. Mr. G. Wilson.—We do little hand-loom weaving, which is for shawls, &c., and only have men; only occasionally apprentices. A great part of the winding is done on the mules as it is open, and what is not, is done in the factory. This is usually the case in this district. We can now do anything by

power which we can by hand-loom, but not the converse. About Aberdeen shawls are made.

I am proud of the town. These accommodations are extremely scarce, and dwellings are too crowded. Many live in cellars. There is no officer of health.

39. Down the middle of the town runs, or rather ought to run, a stream, which is very unsightly from nearly all the water being taken off for the mills, or somehow disappearing, the remainder being apparently stagnant, and blackened by water discharged from some dye-works, and the channel is plainly used for filthy purposes.

40. Mrs. J. H. Dakers, Episcopal minister of Hawick.—I have been here 10 years. The town is very prosperous, and has been particularly so of late. The manufacturers of the place interfere substantially with education. At our schools boys attend pretty regularly up to 9 years old, from 9 to 11 they become irregular, and at that age often disappear altogether, indeed I think that the majority do not reach that age. Girls do not stay much longer, and the poorer children of either sex rarely stay till 12. After 7

or 8 years of age boys begin to wind for hosiery frames, and I have seen girls scolding at about the same age. At 11 or 12 boys go to frames, girls I think not till about 14. On Friday many girls are kept away for spinning, and through the summer months, when there is an evening school for them, it is impossible for the same reason to get many on Friday nights. With those children who do come it is a very common reason to get for not learning their lessons, from boys that they were winding, and from

girls that they were learning. Owing to these causes the number of people who grow up with an imperfect knowledge of reading, and still more so of writing, is very great. But another worse objection is that the morals of these young children get corrupted by the conversation and habits of the men amongst whom they work. I notice a marked difference for the worse in their behaviour as soon as they begin to work in this way, and an unwillingness to submit to discipline, owing to the freedom which they get.

41. *Mr. Jay, master of the Hanrick Educational School.*—(Mr. Jay also put the average age at which children leave the schools at 11 or from that to 12.—J. E. W.)—If any stay over 12 they usually do so of the better class. Another year or six months as

about 11 or 12 is a great point. Some boys are kept away regularly about a day and a half in the week to wind, and girls often to wash. Leaving in this irregular way interferes very much with their teaching. For instance, one day there is an explanatory lesson and another the practice of it, and it is very common when a child does not know it, to get the excuse, "Please sir, I was not here." They are taken away even to the mills in a busy time and come back again, though still under 12. During the three years that I have been here there has been so much pressure in trade.

[The general appearance of the children bore out the above statements as to age.]

GLASGOW.

42. *George Boyd, Great Eastern Road, hand-loom weaver.*—I have worked in or been through all the hand-loom weaving districts in the north of Scotland, e.g., Arbroath, Lunark, Girvan, Kilmarnock, Maybole, Milnrig, &c., and places where all kinds of materials were worked up or made, e.g., wool, cotton, silk, grass, gauze figured and plain, &c. At all, the looms and mode of work are just about the same on the whole, there being however no fixed limit, but each individual working just as circumstances happen. What we call a regular weaver's day in small work places is from 6 a.m. till 10 p.m., but if a man has a large family and is industrious he will work much longer, and I have known men who have wrought till 1 a.m. before getting any supper. It is very pleasant to work till 12 and 1, and I have done so myself indeed in the winter time 12 is more regular for many than any other hour. But it is cruel work, and any one would tell you so. I believe that I am not of three quarters of an hour all day; a quarter of an hour or 20 minutes is the outside that I get for any real I make. This is not general, but a married man with a family to provide for cannot get an hour for a meal, and does not look for it.

You may say that from 10 to 12 is the age for putting children on a loom, choosing a light web for them. It is too soon. They ought to be at school, that is the plain of it. For six months they are more than paid; you have to dress their web and help them so much that it would be better to wash them. But it is the practice which they get and the hope of earning something soon which causes it. I put on one of my girls at 5 years old, and it may have been putting her over young which has made her bad now. I should be putting on any boy there, now 10 years old, but there is as hard work now that men do not put their sons to it. It is not worth it. If any children are put on it is most commonly girls, or boys merely till they are put out to public works and other things. But just within the last two or three years I suddenly know a woman learning here. I could count nearly 100 small shops closed into dwellings in this part of the town within the last three or four years, and this is the general way. I had my own looms and shops, but I have been to rent a loom out for 1s. a week for one and two, and the men finding me work.

About a year ago I was on a committee for the winding an emigration scheme for hand-loom weavers, and collecting information which was published. We took the average wages of 120 men just as we met them, scattered in different parts of the city and engaged on all kinds of fabric, and found them to be from 7s. to 8s., to be safe, say 8s. a week. Two or three were as high as 12s., and some on white work were as low as 4s. 3d.

In town a room, and kitchen above and a four-loom shop below is the most universal system, sometimes a one-loom shop, but in country districts "a hat and a bed," i.e., a room with part divided off for a loom or two, is very common. Some of the shops are so damp that a fire has an effect upon them; I have seen some quite wet. But there is not one in ten of the small shops

now in Glasgow that there were. The system now is getting all for factories with a large number of hand-loom, say 200 or more. One has 600 and no power-loom; in some there are both power and hand-loom. All large factories, whether they have power or not, work the same (i.e., factory) hours. As I am informed, some who have had out money on power-loom say that if they had known the result they never would have done it. They have the expense of the machinery, and heavy wages to pay, and the fabric, it is thought, cannot be made so correct, and sells for less, so that, as I understand, the hand-loom is considered nearly as remunerative, except that orders can be executed quicker by steam.

I have eight children living, some grown up, and have had nine. Only two of them have ever been at school, and neither of them for a year. All that any know beyond this I have taught them myself, but I shall be content if the younger can only read. I might have got them from education, but only at the parish school, by burdening myself as a parent. That will never do. Though I never applied, I believe that I must plead poverty, and get a line signed by the minister and elder. It is a poor thing for a man to demean himself and plead for that which is a natural right. Education is a natural right. If the mind is not fed how can it grow? The state should educate, and see that a child gets its due. I would let people say what they liked about interfering with our independence. There has never been so much murder as till within the last two years, and these all come from want of proper bringing up.

43. *May Boyd, wife of last witness.*—Weavers get their winding done by their own families if it is not too much; if it is they have to pay some one else. Some employ persons by the day in their homes, but some take in a girl to wind, and give her 1s. a week and her meat. Children learn how to handle it before 5 years old, but begin from about that age to 8.

It is a wearisome job, far wiser than the weaving. You're never up. It's a paining thing,—not, sir,—and you're weary and sad as night comes on. It's no far one young body to sit at, and makes one grow able. That is why I took my Colin off it, when about 9; he was like weaving now and weaving. I have known people grow up sick from winding.

44. *James Boyd, age 28, daughter of above.*—Have been six years winding at home. For me, I have to begin in summer at 6 a.m. and stop at 11 till dark, but in the winter I was up at 4 a.m. and wound till 10 p.m. regular. Sometimes I have an ache in the side, and when I sit constant at it I get a pain in my breast, most just in front. Have been off two hours in a day altogether.

A sister, about 16, weaver but cannot sit long; she has been in bad health this three years. Goodie was 9 years old when he commenced, but he got it up after a twelve-month. ("You never confine a woman as close when he's 9 years old," remarked the mother.) Most weavers are very regular from Monday to Saturday, working from about 6 a.m. till dark in summer, and from 7 a.m. till 11 p.m. in winter.

Hand-loom
Weaving and
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Mr. J. E. White.

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Glasgow.

Hand-loom
Weaving and
History.
—
Scotland,
Glasgow,
Mr. J. L. White.

45. *Mr. Archibald MacCulloch, Street off Great Eastern Road.*—The room in which our two looms are is very damp; the floor is earth, and I think that there is no drain under it. There is a brick stove in it, but it leads into another man's vent, and that will not draw for both, so we cannot use it. The room would be a heap worse than it is if it were not for the fire in the kitchen into which it opens. I got a sore cold when I first came here from being annoyed to the damp, as we used to live up a story, but when trade got dull we had to give up the big house. My husband got a "hoarse" (hoarseness), that he has never got rid of. If weavers get a cold they cannot get things to cure it, such as dandelion and that. All the houses in these two rows are built just the same, and the floors in the living and loom rooms are just the same, and very unhealthy in winter time. A woman who lives in one and is very near here, just lays it on the damp of the house.

46. *Mr. Henry Corrigan, Main Street, Bridgtona.*—As secretary for an association of weavers, I have had occasion to correspond with persons in most of the hand-loom weaving districts in Scotland, to ascertain the particulars of the trade, and have visited many. The business is generally declining, and in many places where it was very largely carried on has almost entirely ceased. In country districts, however, where there is no other work, it continues and children are probably brought up to it as a hobby. Girls as well as boys begin some as young as 5, and when they have once regularly begun there is no general distinction between them and others as to looms, and those are much the same in the country as in the out-shops in Glasgow. A weaver's day is usually 14 hours, though some work longer. Some even so late in the year as this (May) light gas at night, and begin again at 5 a.m., but this is exceptional. Men do not in this as in other trades take an hour for dinner, but just a short time only, and breakfast as quick as they can. The time for which children work, however, depends upon the disposition of the parents. If they are unwilling they are set a task of so much, e.g., 6 or 8 cils, or a dress, or such a part of anything, or so many handkerchiefs, according to the kind of work. A man's wife and children, or if he has none, his neighbour's, generally wind. My daughter was at it between 6 and 7 years old, and children generally are not so fit as soon as they can turn a wheel, you may say at 7. It is as much as such a child can do to wind, for one, and two weavers are quite enough for one woman. The winder's hours of course depend on the weavers. If the winder is expert they may perhaps be able to stop an hour or an hour-and-a-half before, but they generally run much about the same time. It does sometimes occur, though it is not general, that weavers work through the night, as on

Our daughter, 12 years old, winds for us, with her grandmother too sometimes, and can run off a bit, but cannot get much a-head. The little one of 8 could do it also. In summer we work from 8 or 7 a.m. till dark, and in winter from 7 or 8 a.m. till 10 p.m. Weavers' wages in a full week are 7s., 8s., or 9s., but they have often no work. Girls begin perhaps at 14, boys younger, but work is not so well adapted for young ones as when it was plain. Now, each web generally has 7 or 8 colours and wants a separate shuttle for each of them; so that it is more trouble to teach, as I found when I got weans and had to take to weaving again.

I have five children, but they cannot go to school because they cannot pay the 2d. a week, but I send them on Sunday. School is a great want; they get a bit of lesson, and you know where they are better than when they are in the street.

Friday, or if young men have been out for a spree on Monday or Tuesday. If a man sits up some one else must, as he wants a winder. Children so employed as weavers or winders can get no education or relaxation. They might perhaps take a run out and risk a dogging if they stayed too long.

I have wrought at a loom, in a pottery where the work was very severe, and at other work, and am used to a desk, but I never felt so exhausted as at a loom. There is no heavy lift, but it is the depression from anxiety and constant confinement, and when the mind is depressed the body is too. The floor from the wool gets into the interior, and is no doubt injurious.

In small shops in town or country the windows are generally fixed, but sometimes have a pane made to open, or one is broken out, but there is generally more space in the country. I have seen as damp shops in the country as in Glasgow, but not so generally, as the soil about Glasgow is heavy clay. If shops are damp, the result, if any, is generally rheumatism or asthma.

In 1855 Dr. Strang of Glasgow published an account of the average of hand-loom weavers' wages in the west of Scotland, and gave them at 7s. 6d. a week, and out of that there are deductions to be paid. Trade was much better then than now. I was then at work and could make 2s. 6d. a day; now I could not make more than 8s. a week. Funds have been raised to provide hand-loom weavers with the means of emigration. Last summer 400 persons were sent out, and it is expected that many more will be this. In Friday and several places they are anxious for emigration at any cost so as to get rid of a trade that they cannot live with, and the side has been flowing over since 1834. The improvement in machinery leaves no hope of times being better.

47. *Mr. James Norval, McKinnon Street, hand-loom weaver.*—Ever since I was a young man I have taken an active part in matters relating to our trade, and have several times been secretary of associations of weavers for different purposes, and, in fact, have paid attention to their trade and habits here for 20 years. The amount of destitution and fever amongst them from want of work is terrible; you could scarcely credit it. This drives many to depraved habits, and a longing for the grog shop; they want something to give a stimulus. The general opinion of the most intelligent weavers here, however much they may regret it, is that in time all hand-loom weaving here will cease. With very few exceptions, no fabric is made by hand which is not also by power. A new kind may be, but when it has been in for a season we find power take it up, and produce it cheaper. When large factories are put up for hand-loom they are built on such a principle that they can be adapted to power hereafter. About a year ago the estimated number of hand-loom looms in factories and outshops in

Glasgow and far four or five miles round was about 5,000 or 7,000. At the time of the Reform Bill it was estimated that 30,000 hand-loom weavers from within the same limits walked in procession. Paisley is the great centre of fancy hand-loom weaving for shawls, &c., called "harness" work.

In outshops the day is generally 14 hours, or in winter 14 or 16, less and more. There are more young weaving in the country now than in the town. The way here is just to put one child on till the next is ready to be brought up to it. I was put on at a loom at 9 years old, on my birthday; that was a common age, but it was earlier work than now. I have heard men speak of children being put on a year earlier, but I should think that 8 was as young as any are. I have seen them weaving at this age in the country; but the age would depend greatly on the size of the child and the necessities of the parent.

The floor of out-shops is just the natural soil; I never saw one boarded. Some are built on the clay just as it is. I have wrought where my foot left a

mark on the floor, and have seen water stand in the treadle-holes, e.g., if a drain was wrong. In some you can see the walls quite damp and green, and water running down. Weavers suffer from rheumatism and asthma. You do not perceive the fuff, but you inhale it, and it must go in upon the lungs. This shop is about 2 feet below the level of the road in front. It has a window for each of the four looms, but none will open. It is not the rule for windows in such places to open, though there is often a pane to open in warm weather. Some are dark and dismal, being back properties, and much built up behind, or in cellars, so that gas is wanted nearly all day. A house and shop are generally set together, and the occupier puts up looms and mends them, &c., and sets one or more. Some lodged and fed weavers.

48. *Mrs. Jane Craig*, Claythorn Street.—There are a great deal of clippers in the town. A woman just gets a frame and keeps a few girls; I know one that kept the length of six frames. About four girls sit to a frame. They are all lumps of girls, quite young, from 8 or 10 upwards, but very few ran up to be women, or even reach 16. A woman, Mrs. Miller, lately lived in part of this house, and kept three frames. Her own daughter was about 8, and the other girls about 10 years old or so. They worked from 6 a.m.

A great trade in this country for women and children was clipping the spare threads from "lappets," a name for muslin or gauze with raised patterns, such as for corsets. I knew parties that employed girls clipping either on a frame or on the knee. The clippings were considerable enough to be sold; I have seen them used for beds. A woman would draw the work and pay the girls, say from 8 or 9 years old upwards, 1s. a week or so. These lappet patterns are now made by power a good deal, but the same clipping is needed, and it is generally given out for this. If a woman had enough she would keep girls. In some cases, however, the clipping is done by a machine driven by power, and this did up the hand clipping in Paisley.

Hand-loom
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Hosiery.
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Scotched.
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till 8 p.m., and had two hours for meals, and a small wage, viz., from 2s. 6d. to 4s. a week. This is the average way of work in all houses; all have the one thing. It is just according to their makemaster whether they work more. If they delay they stay their dinner, or after their proper day is over. Machinery is getting to do some of the work now.

[I have been informed of other places where this work is done by girls.]

MESSES. LAIRD & THOMPSON'S HAND-LOOM FACTORY, MILE END.

49. *Mr. James Paterson*.—This is the largest factory in Glasgow in which hand-loom alone are used, but there are a great number in which there are both power and hand-loom. We weave every kind of fabric—wool, linen, cotton, silk, and mixtures of them, and for every market. There are about 300 looms here, nearly all in one room, and others are employed outside. The out-shops in the town are fast going out, but in the country they keep a hold, and are likely to. I believe that power will become very general, but that hand-loom will always be used for certain purposes. I think that it is the mere wish to be free from restraint which has thus kept power from being used here. For some purposes, particularly for winding, it would be very advantageous. I do not believe that the factory houses would make any difference whatever to the work. The present hours are from 6 a.m. till half-past 6 p.m., with two hours for meals, and overtime is very rare, not beyond 8. There are a few boys at the looms, but the only children are some "leg'cons," who "give in" to the handles for the men.

50. *Hugh Burns*, age 14.—Hand-loom weaver, just come. Began in father's four-loom shop at home four years ago. Wrought all hours there, usually in summer from 6 a.m. till 8 p.m., and in winter from 8 a.m. till 10 p.m., sometimes till 11. Was off about an hour in the day altogether. At a big factory worked only from 6 till 6.

51. *Mr. John Taylor*, a clerk.—All the winding for the weavers in the factory is done by the firm. There are 160 woff winders, of whom about 40 wind

in a room in the factory, females from 13 years of age upwards. The earnings of the latter range from 4s. to 8s. a week, while those of the others, paid at the same rate, average about half, viz., from 2s. to 4s. The rate is 2d. a spin¹, or 840 yards of cotton, or 560 of wool. The warp is all wound outside, and employs about 150 persons. The warping is done in the factory by men by hand. The average earnings of weavers in the factory, good, bad, and indifferent, is 11s. 6d. a-week, and all expenses paid by the firm. The outside weavers earn much less and have to pay many deductions besides. Still the old respectable weavers do not like to leave their old shop and come into a factory.

52. *Mr. William Arman*, in the warehouse.—I have occasion to know the weaving districts in Lancashire, Yorkshire, and Kentishshire, though there is not much done in the latter. With very little exception the system of work in the country districts is all the same, and without exception the shops are small, only for four or six looms. Outside weavers with tell you that their average day is 14 or 16 hours, but no man can work that continuously, though perhaps they do at the end of the week. The least thing takes them off, and most days they probably do not work so long as in a factory. As to education, all are in much the same condition; the amount is very small.

[The winding room was very full and felt close. A girl of 11 was helping in the large loom shop, "giving in to the handles." She could read and write.]

LYMBURN'S, HOSEMANUFACTURER, 977 GALLOWGATE (?).

53. This is a small place up a dirty court, consisting of a few small rooms used as a warehouse and work-rooms. Only a few females are employed, working from 9 till 8, with a dinner hour; three, aged 17, 12, and 9, mending, &c., and two or three turning circular frames. The rooms are small and dark, and so choked with goods that to reach the top work-room I had to get over them. The frame shop in which the next witness works is above, but does not belong to the warehouse.

54. *William Bagnall*, stocking maker.—Worked in a hosiery factory at Dumfries where there were 60 or 70 hand frames. There were two others, one with 70 or 80 frames; but few frames in dwelling houses. We had no fixed hours, but usually worked from about

6 a.m. till 9 or 10 p.m., and if busy till 12 or 1. The work was lower paid than here. The men wound for themselves, unless a man had a boy of his own, and then the boy would wind for him and others. The sewing was done by the men's wives and children.

DUNDEE.

MESSRS. RITCHIE AND SIMPSON'S, HAND-LOOM FACTORY, NELSON STREET.

Handloom
Weaving and
Knitting.

Scotland.
Dundee.
Mr. J. R. White.

55. *Mr. Thomas Sims, foreman*.—There are 165 hand-loom looms in this factory. The hours are from 6 a.m. till 8 p.m., and till 3 on Saturday, but it is all piece work, as the workers come as they please, and their meals are quite optional, but most take an hour twice a day, and leave towards the end of the week. The factory is closed at 8 p.m., and none can stay later without my leave. It does not do to give leave to some only, or so many would want to stay late towards the end of the week, and we have not worked later for the last two or three years. On Monday half of the number work only about half a day. There are a great number of other hand-loom factories in or near the town, one with towards 300 looms and another 400 or 500, but most of the others being smaller than ours, the smallest having probably about 20 looms, and the small hours at most are, I believe, from 6 a.m. till 9 p.m., some stopping at 5 and others at 6 on Saturday. In all, work is done by the piece, and there is just the same plan for men, &c., and they close at the regular hour. When looms are in the men's houses or small shops the weavers take what hours they choose, and as much work again is done from Thursday till Saturday as in the first half of the week, some not working at all on Monday. The same kind of work is done all over the country for 16 or 20 miles round, though with a little difference in the fabric. In factories no rent is paid, but in the houses and small shops they pay about 4s. a week. It will take many years before hand-loom weaving is gone out here, though it is diminishing, and very few are being brought up to it. The usual age to begin is 12 or 14.

Some of the winding is done in the factories, and some at the men's houses by women and children who wind throughout the day, but one or two hand-loom factories and all the power loom factories do the winding by power. A child of 7 can wind.

56. *Miss Bryson, adult weaver*.—Have worked at five or six or more other hand-loom factories in the town. At all, the hours were from 6 a.m. till 9 p.m., and made the same as here. Have stayed till 10 p.m., but not of late years.

57. *James Gaffney, age 9*.—Have worked here a year. Usually come at 6 or 7 a.m., and have to wind as long as I can see, about 7½ p.m. now. Wound at home for a year before. Used to begin at 7 or 8 a.m., and wind till about 8 p.m. On Friday night gave up at 9, 9½ or 10; never later, and never began earlier.

MESSRS. RITCHIE AND SIMPSON'S HAND-LOOM FACTORY, HAWKSHILL.

64. *Catherine McLean, age 6*.—Am here from 6 a.m. till 8 p.m. and come at 6 a.m. every Friday and Saturday. Go away to breakfast and dinner 3 hour each, but have no tea till I get home at night. Mind the hair for a woman who winds.

65. *Michael Shaw, age 10*.—Here two years; wind for two weavers and get 2s. a week.

Was never at school. Can say the alphabet. (Does know A and M but no other letters.)

66. *William Morris, age 9*.—Have worked for father a year here. Ken them all (i.e. the letters; but only knows a few.)

67. *Mr. Joseph Johnston, foreman*.—The Factory Act is the greatest blessing that ever came, and I cannot think what would have happened to this country without it. People would have been wrought to death one time and starved another. It is no use their getting a lot of money at one time, for then they only do not know how to take care of their means. I believe that it would be a great thing to inquire into the condition of children in work of all sorts, and I am sure that every place would be glad to give information for the purpose.

There are an immense number of children in the towns employed at their own homes in out-of-the-

Got my breakfast and began again, and had about half an hour for dinner. Have had about three-quarters of an hour for breakfast, and the same for dinner, but never eat nothing afterwards till I get home at 3. Some weeks make 3s.

Was never at school or in a kirk or chapel. Know "A" and "O," but no other letters. Know of Jesus. God lives in heaven.

58. *James Mackillop, age 9*.—Winder. Not two years at it, but about that. Wind from 6 a.m. till 8 p.m., with about an hour each for breakfast and dinner, but no tea or supper. Wound at home for about two years before.

Sometimes go to school on Sabbath, but never was in a kirk or chapel.

59. *Richard Cook, age 6*.—Winder. Came first here Friday at 7 a.m., and left at 8 p.m. On Saturday came at 6 a.m.

[This child began winding at home three or four months ago, said the father. Another child who gave his age as "3. St. Obie fair," was "carrying woff from daddie to mither," but not at real work.]

60. *Maggie Fiddle, age 11*.—Wind here for father and brother. Come whiles at 6 a.m. and whiles at 9, and leave at 8 p.m. (Spells a very little.)

61. *Philip Downie, age 14*.—Weaver. Was two years at a hand loom in a sheet factory. Worked there from 6 a.m. till 9 p.m., and till 2 on Saturdays and have begun at 5. 15 p.m. on Saturdays, and sometimes on Fridays. Some days had to give up because I tired my arms. Can earn 5s. a week.

Read, write, and sum, and school on Sabbath.

62. *James Fiddle, age 14*.—Weaver. Was never at school. Wound at home from 9 to 6 every day except Sabbath.

63. *Mary Jane McGonk, age 8*.—Am carrying in father's place. Mother and I wind them at home. I can do three or four in an hour, but I only wind part of the day.

Was never at school or in a kirk or chapel. Know A and O (no other letters).

[I was told that it would take the mother "the most part of a day and be no idle," with help as above, to keep the father going in work.]

why and close and very unhealthy places in sewing sacks. This part of the town, which is a great neighbourhood for sack sewers, though high and it might be supposed healthy, is very much the opposite, from this closeness, and fever has been severe.

Dundee is the chief place in Britain for sacks, because it is the chief place for making that kind of coarse cloth, but a great amount goes away to London and elsewhere now. A great amount of sewing, I believe the greater part, is done at night, say from 6 till 10 or 11 p.m., because it is not given out till evening, and is wanted next day, and the persons who do it are of the poorest class, many of whom are engaged in other work during the day. It does not come at all regularly because people are always in a hurry to have the sacks back, and the sooner the workers can get them done the sooner are they ready for more, so either there is no work or else it is all drive. Sewing sacks is harder work than being in a mill, because the children cannot run about, and the factory children get a run too in the evenings, and on Saturday. But it is better for little children than other sewing would be, because in sewing sacks they have to stand to reach the work as it is placed high. Some are very clever at it as young as that are

Hand-loom
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late as this (4 or 5 p.m.), and I have seen it 6, and it is generally wanted back at 6 the next morning. Tomorrow will be busy because it is a shipping day. It is very hot for 'em sitting so, and I feel that myself. The eldest six, and the little one stands because she cannot reach over without. I cannot say what we earn. I seen me weeks with 2s., and have made the length of 6s.; on the average throughout the year it is not more than 4s. 6d. or 5s. It is very expensive to the workers with fire and light and not much profit. The eldest goes to a night school sometimes.

[The eldest could not tell the letters, and asked her younger sister, who knew more.]

75. *Mrs. O'Neill*.—Margie, 7 years 11 months old, has served this two year constant, except while she was at school in the day, but she was taken away last summer because I was na very weak and could no mind the lairns. On the average she sews about 4½d. worth in a day, and could do that in about four hours if she went straight on, but she'll na do that, she wants to play. It is na our work that. Three others, a girl of 13 and two lads of 11 and 14, sew after they come home in the evening, say till 8, and then get a play; it will na do to keep them at it all their time. If I am in a hurry I keep them till 10 or 11 like. I gar them stand, because if they sit they grow all crooked, sair. The boy did not like going to school, and if I was in a hurry I kept him away to sew, and that spoiled the school altogether.

[Margie could spell a little and knew the figure "8."]

76. *Mr. John Fulton*, Town Surveyor and Master of Works.—The health of the town has been very much improved by drainage, which in most parts is now very good. Such matters as this are carried on under my supervision. The great want is air space and ventilation in the houses of the poor, which are very defective in these respects. An improvement in these would make an immense improvement in health

74. *Mrs. Forreigh*, Watt's Close.—My little girl Betie, who is going 6, dost do anything worth speaking of (i.e. at such sewing). It is just of their own maggot that they take a needle in their hand. She goes to school, and father learns her the letters of a night.

75. *Mrs. Forbes*, Hunter Street.—My boy, 9 years old, has sewed for a year. He comes home from school at 4 p.m., and sews perhaps till 8 or 9, whilst still 10. I sometimes sit till 12 or later. He does the bottoms, which are not hid in. The most that I can make in a day is a bundle of 50 sacks, which is 1s., and that would keep me gay busy from morning till night, say 8 p.m. Have seen me get neighbours' children to help me many a time. They get just a half-penny or it may be a penny for themselves, but there are none hereabout that keep neighbours' children regularly. Have seen children sewing sacks at 6 years old or 7.

76. *Ann Barland*, Clifton Street.—My little boy, now just 9, sewed for me two years till he went to the rope walk. He went to that at 8 or 9. He was never at school; he was na that length. Work mostly comes in one day and he wanted back the next.

77. *Mrs. Geaghan*.—Mary, now 8, has been at sack sewing a year. If I am hurried she is up till 9 p.m. at it, not later. Beginning in the morning at 8 or 9 she could sew half a bundle, i.e., 25 sacks, and earn 6d. by 2 o'clock if she did not leave off. I sew later, but not till 12. I have had three of my girls sewing at once.

and greatly prevent typhus. A medical man has been occasionally employed to advise as to improvements, &c., under the Nuisances Removal Act, but there is no permanent officer connected with the public health except the Inspector of Nuisances. In the poor houses women and children sew sacks and bags for grain, coffee, &c.; in fact this is one of the great trades of the town for women and children.

KIRRIEMUIR.

KIRRIEMUIR.

78. This is quite a small town in the hilly country towards the Highlands from Forfar, and at the outside edge of the populous weaving district, a specimen of exactly the opposite kind from Glasgow or Dundee.

80. *Ann Stuart*.—My boy William here, 8 years old, winds big girns of warp for a manufacturer, to whom he takes them. Plenty of children in this place, both boys and girls, wind at home like this. A great deal of them begins as young as 6; at this age they can make a 1d. a day, if not winding more than three or perhaps four hours, and they do not rise early or work late. William rises at about 7 now (spring) and winds till 9 a.m., when he goes to school and stays, with the exception of coming home to dinner, till 3 p.m., when he comes home and winds again till about 6 p.m., but sometimes he rises at 6 a.m. to wind. In winter many a time he winds till 10 p.m.; he does so the most part of the week, except Saturdays. He does not wind all the time, because he has tasks to learn in the evening for school next day, and he steps for tea, too, perhaps an hour. Winding for five or six hours a day on the average he makes about 1s. 6d. a week; neighbour's children do about the same. His brother, 9, and sister, 11, are at school now (about noon) but wind too when at home; we have three wheels. There is no school on Saturday and they can get a play then. After the age of 10 or 11 children are often kept at home entirely to wind, but the younger often go to school part of the day. But plenty of parents, though poor, keep them at home, and care for neither work nor school. Many who only wind rise at about 7, and with going messages and a bit of play, work till 8 p.m., and in winter till

10; but the bigger children who are still at school are in a higher class, and take longer time to learn their tasks.

It is a sair task on the bairns; they would almost go any-where before they would to winding; they are real tired at it and need a play. It is very sair for the back, as I have often found myself, and if children sit at it ever long it will twist them so as to make them grow on one side; there are plenty of children that it does this to, and I have many a time seen a grown up body quite twisted from it. It is very bad being over confined. It aches the arm too, and the yarn cuts the fingers if the girn is not held so as to catch it. Children are not fit to work 12 hours a day, but many people do things that they are not fit for. Their father is many days 16 hours at his loom here.

There are more girls than boys at looms; they begin at about 13, some at 12, but they are over-silly for it at that age. It is hard work at first, and tires the arms and legs, and if they grab the loom over tight, as they are apt to do when learning, it strains the sinews, and they have to keep their wrists bound up. Big girls sit full time at the loom, rising at 7 or some at 6 in summer, and in winter it is usual to work till 10 p.m.

[The boy could read but not write.]

81. *James Lodge*.—Rent a hand-loom in this five loom shop for 10s. a year. Began when 12, i.e., six years ago. In summer begin at 6 a.m. and work till dark, in winter rise later, at about 8, and work till

11 p.m., but not every day e.g., Mondays. Take about two hours for breakfast, dinner, and tea. Get about 10s. a week and pay about 1s. 6d. to a woman for winding my pins at her home.

Hand-loom
Weaving and
Heddy.
Scotland.
Kirkcaldy.

Mr. J. E. White.

c.

82. *Sarah Fawcett*.—Weave in this four loom shop, we are all women in it. There are no wages for men at this work and there are almost no boys now. Girls begin at about 13. Many rise at 7 a.m. and work till 11 p.m.; or if they do not work so late rise earlier, at 6 a.m. It is a long day, but makes up for those that we do not work, e.g., Sunday afternoons

and Mondays. Most weavers have some one to wind their pins, often a woman, or if a man has babies they do it. A winder could leave off an hour or two before the weaver. A woman could wind for two or three, but no bairns could. Children from 6 years old can wind. The loom is my own, and I pay 5s. 6d. a half year for the stance, and gas besides, 5d. each a week.

83. *Mr. George Dobb*, manufacturer.—I employ persons in making canvas, sheetings, &c. on hand-loom, at which they work either in their own houses or in some cases renting the staves (standing room) for a loom in another weaver's house. The looms are generally their own property. A four loom shop is the most common size. It is chiefly girls who are brought up to weaving now. Out of the 47 persons who brought in webs to my warehouse last Saturday, the usual day for the purpose, only eight were males. The numbers employed in weaving are far higher in winter. In March, only a month

or so back, 177 persons brought in webs in one week. Weavers begin at the age of 12 or 14. There is never much work done on Monday, as the women are washing, &c. Men and women alike do not begin work in earnest till about Wednesday. Some work long days, begin at 6 or 7 a.m. and working till 10 or 11 p.m. On the average they earn about 6s. a week. I have the warp ready wound for the weavers in mills worked by water power. There are several other manufacturers here, who, with this exception, carry on business in just the same way that I do.

84. *Mr. J. C. Muir*, surgeon.—I have been in practice here 30 years and have never noticed any direct physical bad effects arising to the young from hand-loom weaving, which is the regular employment of the place. Syphilis disease is very rare, and I have not observed cases of sprains or distortion attributable to the employment. Any one, however, who has been a weaver all his days, soon becomes an old man from the want of proper dress and outdoor exercise.

The moral effects, however, are in my opinion very injurious, acting not only to the pernicious way in which the weaves work in the small shops, scarcely ever more than four together, but more particularly to the children becoming so early independent, as they do when, at the age of from 12 to 14, they begin to earn good wages and pay board to their parents. A young girl as soon as the hand-loom can make 7s. or 8s. a week; they then care nothing for the discipline of their home, if there is any, and this evil is becoming still worse. The proportion of

men weavers is now small, they finding agriculture and other employments more healthy and profitable; but trade is very brisk, and the total number of persons engaged in weaving here probably remains as large as it was.

I notice a very large proportion of idlers and criminals here. The only explanation of this on all satisfactory to my mind is the low moral state. Most cases are usually found where the character of parents is the lowest. The lower their character, the lower state of material comfort are they content with, and the more will they neglect their children. It is to these causes and the close connection which exists between mind and body, that the prevalence of idleness and criminality here must I think be referred. The people are not without education; all, I think, get some. Many must do so, i.e., all who receive parochial relief, and here the proportion of illegitimate children, who are those who are most likely to need it, is unusually large.

KETTLE.

Kettle.

85. Kettle is a village in Fifeshire, a fine linen district.

MR. LAWSON'S, LINEN MANUFACTURER.

86. *Mr. D. Beedridge*.—I have been manager of this business for 20 years. With the exception perhaps of some of the fishing villages and places on the east coast, there is scarcely a village in Fifeshire but where hand-loom weaving of linen is carried on, but there is scarcely such a thing in the country as a hand-loom factory. In two or three places there may be shops of 20 or 30 looms, but they are not popular and are disappearing. The small houses are nearly all constructed for looms, so much so that one can scarcely be got that is not so. With scarcely an exception the looms are the weavers' own property, and even where the looms, being broad and expensive, have in the first instance therefore been bought by the manufacturer, the weavers prefer to buy them from him. We employ nearly 500 looms in the houses here alone, besides employing others by means of agents over the country for 10 miles or so round. Power loom factories are on the increase, but at the present time there is full employment for the hand-loomers also. The difficulties of weaving linen by power-looms are constantly disappearing, and it is difficult to name any kind which could not be done by power, if wished. Where the web is very broad, and the motion consequently slow, or where the material is very fine, there is not so much gain in using steam. It is merely a question of comparative economy.

This village is probably an exceptionally favourable specimen. The people have been kept in pretty regular employment under Mr. Lawson for 30 years, and we have always made it a point to have nothing to do with wasteful or drunken men. We have now a steady sober population who work pretty regularly, and for moderate hours, beginning at 6 a.m. or from that till 7, and rarely, I should say, working past 8 p.m., taking at least 2½ hours for meals. Owing, as we suppose, to the weavers here having had a good class of work and these settled habits, the population has kept up better than that of any other village in Fifeshire, having fallen, as near as I remember, only 5 per cent. in the 10 years before the last census, while others had fallen off considerably more, as 10 or 15 per cent. In the depression before the present good times men and women were being draughted off to other places and employments. It is seldom that any, except perhaps the eldest of a family, begin to weave under 15 years of age, and fewer young are brought up to it now. Another source of employment is winding the warp, which is given out by the manufacturer one day and brought back wound by the next. A woman with a family, say a couple of children, to help, can earn 1s. a day at this. Winding the warp is the weaver's look out, and is paid for by him.

Hand-loom
Weaving and
Dyeing
—
Scotland
Keeble
—
Mr J.E. White

87. *Alexander Dewar*.—My son, now 14, and I weave at these two looms in my house, and two daughters, one 16 the other 21, rent looms elsewhere. We generally work from 7 a.m. till 7 or 8 p.m. Some begin later and work till 9 or 9½ p.m.; we think that late here. Some begin at 6 a.m. or soon after. One of my daughters began at between 11 and 12, but very few begin under 12. After the first web or

two, with a little help they can do the work quite well and as long as the others. Children weed, cover many of them, some when they ought to be at school. Some begin between 6 and 7 years old. With mine I said "Here is so much to do before you go to school, and so much after you come back." It does not do to confine them too much.

88. *Mrs. Mykiss*.—I and my daughter aged 18 wind warp for a manufacturer. The doctor says that winding is bad for me as it confines me so, and does not let the mow digest. Some feel it sore in the side. My daughter is not fit to do much, and has had to leave school for her health. Two other daughters,

now grown up, weave from 6 a.m. to 8 p.m. and are off a little while for meals. They are now at hand looms, 24 inches, what used to be thought too broad for women and were worked by men. The young men are all gone off to Edinburgh.

89. In Perth I was informed by Mr. Jamieson, whose clothing factory there I was visiting on my inquiry into that manufacture, that hand-loom weaving had greatly declined in the town, but that the usual system of small shops and long hours prevailed there, and I received the same account of Brechin from Mr. Robert Lamb, the son of a weaving manufacturer in that town. At Forfar, which is a weaving town, a like account was given to me in a casual way. I was informed also by Mr. Jamieson that he knew, from men who had gone from small shops into a hand-loom factory there, that they earned more in the latter with moderate and regular hours than they did in the former with their long and irregular hours. He also mentioned it as a matter of experience that men, who worked at regular employments, such as masons, &c., in summer and at the loom in winter, earned more than men who worked at the loom all the year round, simply from the former being free to have more regular in their hours.

VENTILATING STOVE—ORDNANCE PATTERNS.—*As shown in the plan.*

Fig. 1.
Elevation



Width of the opening, 18 in.

Do. do. do. 18 in.

Do. do. do. 18 in.

Width of the door, 18 in. x 18 in.

Do. do. 18 in. x 18 in.

Do. do. 18 in. x 18 in.

Fig. 2

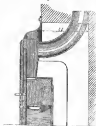
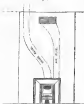


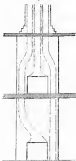
Fig. 1



Elevation of Chimney and Flue, showing the Flue.



Fig. 2



Elevation of a Chimney in a Red Brick, showing the Flue.

Fig. 3



Plan of chimney, showing the Flue, and the Flue.

Fig. 4



Plan of chimney, showing the Flue.

Fig. 5



Plan of chimney, showing the Flue and Air Flue.

Fig. 6



Plan of chimney, showing the Flue and Air Flue.

Fig. 3



Fig. 3.
Showing Air Flow in one Direction.

Fig. 12



Fig. 12.
Showing Air Flow under the Ceiling, or between the Joists.

Fig. 13



Fig. 13.
Showing Air Flow in its upward movement.
It should be noted that the air flow is under the ceiling.

Fig. 4



Fig. 4.
Ventilator for Indoor Rooms.

Devices and Series of Ventilated Rooms.

Series No. 10 (S.P. 10)



Fig. 5.
Ventilator for Outdoor Rooms.



Fig. 10

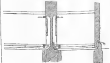


Fig. 10.
Showing Air Flow under the Floor.

Fig. 6.
Recessed Wall.



Fig. 6.
View of an Air Chamber showing the walls of chamber
of air being in contact with